

Compliance action taken for childcare provision

Ref: EY300179/4194044

Date: 24 October 2019

Summary of outcome

All early years providers must meet the legal requirements in the 'Statutory framework for the early years foundation stage', which you can find at www.gov.uk/government/publications/early-years-foundation-stage-framework--2. If we find that a provider is not meeting the requirements, we can take action to ensure they put matters right. On 21 June 2019 we received concerns that this provider was not meeting some of these requirements.

On 24 June 2019, we carried out a visit to monitor that the provider had taken steps to meet actions set out in the Welfare Requirements Notice served following the inspection on 23 April 2019. This is a legal notice that requires the provider to take the actions within the timescales set out. The provider will be able to give parents further information about this. Prior to this visit, the provider sent Ofsted a copy their plans for improvement. For example, the provider implemented new procedures to ensure that all staff receive induction training to help them understand policies. In addition, the provider had developed new procedures to ensure that staff fulfil their roles and responsibilities, particularly regarding their safeguarding and, health and safety practice. The provider had also developed new procedures to ensure staff and children are not exposed to risks. Improvements had also been made to the behaviour management policy to ensure that children's behaviour is managed in an appropriate way.

However, at the visit, we found that concerns arising from the notification to Ofsted on 21 June 2019, had not been dealt with by the provider appropriately. For example, staff failed to follow safeguarding procedures in relation to the concerns. Furthermore, leaders and managers did not have sufficient oversight of all matters relating to safeguarding. Although, the provider had developed new procedures to manage accidents, injuries and first aid treatment, staff did not take appropriate action to protect children when accidents happen. Furthermore, staff did not keep a consistent written record of accidents or injuries and first aid treatment. The provider did not ensure that leaders and managers have effective supervision meetings, so that all staff working at the nursery have a clear understanding of their roles and responsibilities. Furthermore, the provider did not ensure that children were being adequately supervised in the pre-school room, which impacts on the care, teaching and safety of children.

Following the visit, we served a new Welfare Requirements Notice that asked them to:

ensure that leaders and managers have an oversight of all matters relating to safeguarding. They must ensure that all staff are trained, understand and follow the

nursery's safeguarding policy and procedures when a concern about a child's welfare is identified by 18 July 2019

ensure that leaders and managers have an oversight of all matters relating to accidents. They must ensure that staff have a robust understanding of accident/incident procedures and keep a written record of accidents or injuries and first aid treatment by 18 July 2019

ensure that all staff understand their responsibility to keep children safe and not expose them to risks. Leader and managers must have oversight of risk assessment procedures and be able to demonstrate how they are managing risks effectively by 18 July 2019

ensure that staffing arrangements meet the needs of all children and ensure their safety. Leaders and managers must make sure that staff adequately supervise children at all times so that children's needs are met by 18 July 2019

ensure that supervision arrangements for managers and staff are effective so that areas of weak practice are identified swiftly; ensure that leaders and managers effective solutions are identified and are targeted to address issues as they arise and bring about continuous improvement by 18 July 2019

ensure that leaders and managers have robust systems in place to monitor and make sure that senior members of staff are appropriately trained, understand their roles and responsibilities and can confidently carry out their role and follow procedures at all times by 18 July 2019.

We conducted a further monitoring visit on 24 July 2019 to ensure that the provider had taken the necessary steps to meet the actions set out in the Welfare Requirements Notice served on 5 July 2019. At this visit, we found that the provider had taken the necessary steps to meet the actions set. For example, the provider had developed procedures to ensure that the managers and designated leads for safeguarding are suitable for their roles. The provider had also developed procedures for the supervision of managers and staff so that all staff working at the nursery have a clear understanding of their roles and responsibilities. Procedures relating to accidents have also been reviewed and reinforced with staff so that these procedures are followed correctly. New risk assessment procedures have been implemented and staff are deployed effectively in the pre-school room to ensure that children are supervised at all times. We are satisfied with the action that the provider has taken, so we will not be taking any further action in relation to the concerns identified in the Welfare Requirements Notice.

The provider remains registered with Ofsted.

Publication of compliance action

We aim to ensure that the welfare of children and young people is protected in the services we regulate. The Childcare Act 2006 and accompanying regulations set out our responsibilities to regulate childminders and childcare providers. This includes the enforcement powers we have in relation to those registered providers who do not comply with the requirements for registration.

We publish details of any actions we take, or the childminder or childcare provider takes to bring about compliance with requirements on our website for a period of five years commencing on the date we complete our investigation.

For further information please read the Early years compliance handbook which can be found here at www.gov.uk/government/publications/early-years-provider-non-compliance-action-by-ofsted.