

Compliance action taken for childcare provision

Ref: EY276275/4341479

Date: 9 December 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 the 24 September 2019 we conducted an inspection and compliance monitoring visit for the Welfare Requirements Notice (WRN) served on the 17 September 2019. We found that the provider had failed to take all necessary action to comply with the WRN. Therefore, we have served a fourth WRN.

Actions needed by 7 October 2019:

ensure all staff have an understanding of government guidance, 'Working Together to Safeguard Children 2018' and wider safeguarding issues to keep children safe from harm

demonstrate that effective procedures for staff recruitment and vetting have been followed to show how suitability has been assessed

implement effective induction procedures for staff stepping up to management positions and ensure they have appropriate, training, skills and knowledge to undertake their role successfully

ensure arrangements for monitoring the practice of staff and managers is effective and provides appropriate support, coaching and training to improve their skills and promote continuous improvement

ensure that half of the baby room staff, including those in charge of the room, have suitable experience of working with young children and have received training that specifically addresses the care of babies

take necessary steps to prevent the spread of infection and implement effective hygiene procedures for staff and children

ensure the arrangements for serving food to the youngest children are hygienic and appropriate to their age and stage of development

ensure toilet facilities are safe and fit for purpose.

On the 8 October 2019 we conducted a compliance monitoring visit for the Welfare

Requirements Notice (WRN) served on the 1 October 2019. We found that the provider had failed to take all necessary action to comply with the WRN. Therefore, we have served a fifth WRN.

Actions needed by 18 October 2019:

implement effective induction procedures for staff stepping up to management positions and ensure they have appropriate, training, skills and knowledge to undertake their role successfully

ensure arrangements for monitoring the practice of managers is effective and provides appropriate support, coaching and training to improve their skills and promote continuous improvement

ensure that half of the baby room staff, including those in charge of the room, have suitable experience of working with young children and have received training that specifically addresses the care of babies.

On the 21 October 2019 we conducted a compliance monitoring visit for the Welfare Requirements Notice (WRN) served on the 10 October 2019. We found that the provider had failed to take all necessary action to comply with the WRN. Therefore, we have served a sixth WRN.

Actions needed by 4 November 2019:

implement effective induction procedures for staff stepping up to management positions and ensure they have appropriate, training, skills and knowledge to undertake their role successfully

ensure arrangements for monitoring the practice of managers is effective and provides appropriate support, coaching and training to improve their skills and promote continuous improvement

ensure that half of the baby room staff, including those in charge of the room, have suitable experience of working with young children and have received training that specifically addresses the care of babies.

Following concerns raised to Ofsted we conducted an unannounced visit on the 31 October 2019 and we served a seventh WRN.

Actions needed by 14 November 2019:

maintain records and obtain and share information with parents and carers to ensure the

safe and efficient management of the setting and to keep children safe and well

promote the good health of children attending the setting and put a procedure in place, discussed with parents and/or carers for responding to children who are ill or infectious

take the necessary steps to prevent the spread of infection and ensure the environment is safe and clean following any bouts of infectious illness

ensure staff have appropriate training, knowledge and skills to undertake their roles and responsibilities effectively, with particular regard to protecting children's health and well-being.

On the 15 November we conducted a compliance monitoring visit for the Welfare Requirements Notice (WRN) served on the 8 November 2019. We found that the provider had taken the necessary action to comply with the WRN.

On the 5 November 2019 we conducted a compliance monitoring visit for the Welfare Requirements Notice (WRN) served on the 24 October 2019. We found that the provider had failed to take all necessary action to comply with the WRN. Therefore, we have served an eighth WRN.

Actions needed by 21 November 2019:

ensure arrangements for monitoring the practice of managers is effective and provides appropriate support, coaching and training to improve their skills and identify solutions to address any issues as they arise.

On the 21 November 2019 we took steps to cancel the providers registration. The provider has the right to object to our intention to take this step.

On the 22 November 2019 we conducted a compliance monitoring visit for the Welfare Requirements Notice (WRN) served on the 8 November 2019. We found that the provider had failed to take all necessary action to comply with the WRN. Therefore, we have served a ninth WRN.

Actions needed by 4 December 2019:

maintain records and obtain and share information with parents and carers to ensure the safe and efficient management of the setting and to keep children safe and well

ensure staff have appropriate training, knowledge and skills to undertake their roles and responsibilities effectively, with particular regard to protecting children's health and well-

being

ensure arrangements for monitoring the practice of staff and managers are effective and provide appropriate support, coaching and training to improve their skills, identify solutions to address issues as they arise and protect their well-being

ensure children are provided with meals, snacks and drinks which are healthy, balanced and nutritious, with specific regard to making sure current weaning guidance is followed for the provision of food for babies.

On the 5 December 2019 we conducted a compliance monitoring visit for the Welfare Requirements Notice (WRN) served on the 27 November 2019. We found that the provider had taken steps to address some of the actions within the WRN. For example, to maintain records and share these with parents, to monitor staff practice and ensure that children are provided with healthy meals and snacks. However, they did not comply with all actions and so we served a tenth WRN.

Actions needed by 6 January 2020

ensure arrangements for monitoring the practice of managers are effective and provide appropriate support, coaching and training to improve their skills, identify solutions to address issues as they arise and protect their well-being.

On the 7 January 2020 we conducted a compliance monitoring visit for the Welfare Requirements Notice (WRN) served on the 9 December 2019. We found that the provider had taken the necessary action to comply with the WRN. The provider remains registered with Ofsted.