

Compliance action taken for childcare provision

Ref: 509929/4341475

Date: 20 December 2019

Summary of outcome

All early years providers must meet the legal requirements in the Statutory framework for the early years foundation stage. If we find that a provider is not meeting the requirements, we can take action to ensure they put matters right. On 24 September 2019 we completed an inspection and the provider was judged inadequate. We served a Welfare Requirement Notice (WRN). This is a legal notice that requires the provider to take the actions below within the timescales set out. We also issued Notices to improve (NTI).

On the 7 October 2019 we conducted an unannounced visit to check compliance with the previous WRN. We found the provider had made improvement to some of the previous actions. However, improvements had not been made in all areas, so we have served a further WRN.

Actions needed by 28 October 2019:

ensure half of all staff working with babies have received training that specifically addresses the care of babies, with specific regard to developing staff knowledge of current baby weaning guidance

ensure effective supervisions are carried out to monitor the effectiveness of staff and the manager's practice and provide appropriate support, coaching and training to promote continuous improvement.

On the 24 October 2019 we received further concerns that the provider was not meeting some of the requirements. On the 29 October 2019 we conducted an unannounced visit to check compliance with the WRN and to consider the new concerns received. We found additional breaches of requirements, so we have served a sixth WRN.

Actions needed by 15 November 2019:

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

ensure the premises is fit for purpose, with specific regard to the cleanliness of the flooring in the pre-school room

ensure an accurate record of staff and children attendance is maintained clearly showing the

hours of attendance for both staff and children

ensure the required staff:child ratios are maintained at all times

ensure effective supervisions are carried out to monitor the effectiveness of staff practice and provide appropriate support, coaching and training to promote continuous improvement

ensure effective supervisions are carried out to monitor the effectiveness of the manager's practice and provide appropriate support, coaching and training to promote continuous improvement.

On the 18 November 2019 we conducted an unannounced visit to check compliance with the previous WRN and to also consider new concerns raised. We have served a further WRN.

Actions needed by 4 December 2019

ensure the premises are fit for purpose, with specific regard to the cleanliness of all rooms and areas used by children

ensure the premises and equipment are organised in a way that meets the needs of children, with specific regard to providing toddlers with an interesting range of resources to meet their developmental needs when they are cared for in the baby room

ensure the required staff:child ratios are maintained at all times

ensure the key person role is effective so that children's individual care and learning needs are consistently met

ensure effective supervisions are carried out to monitor the effectiveness of the manager's practice and provide appropriate support, coaching and training to promote continuous improvement

ensure effective supervisions are carried out to monitor the effectiveness of the manager's practice and provide appropriate support, coaching and training to promote continuous improvement.

On 21 November 2019 we started taking steps to cancel the provider's registration. The provider has objected to our intention to take this step. While we consider this objection, we will continue to monitor the provider to ensure the actions are successfully completed.

On the 5 December 2019 we conducted an unannounced visit to check compliance with the previous WRN. We also considered a notification from the setting and new concerns raised.

We have served a further WRN.

Actions needed by 6 January 2020:

improve procedures to follow when an allegation is made against a member of staff to ensure any investigation is thorough, robust and conducted in a timelier way so that staff's suitability to work with children is fully assessed and assured

improve staff knowledge of how to effectively supervise children, especially when children from differing age groups join together, so that children's safety is maintained

ensure effective systems are in place for assessing that staff are suitable for their role, in particular, by having regard to safer recruitment procedures in relation to scrutinising application forms to ensure they are fully and properly completed

improve knowledge of the Disclosure and Barring Service checks (DBS) current guidance to ensure this is adhered to, with regard to checking that any current DBS check held by a new prospective staff member is for the same role and level of responsibility for the position for which they are applying

ensure effective supervisions are carried out to monitor the effectiveness of staff practice and provide appropriate support, coaching and training to promote continuous improvement

ensure effective supervisions are carried out to monitor the effectiveness of the manager's practice and provide appropriate support, coaching and training to promote continuous improvement.

On 6 December 2019, we received further concerns that the provider was not meeting some of these requirements. We completed an unannounced visit on 16 December 2019 and found the provider had taken their own action to rectify breaches of requirement relating to maintaining the required adult-to-child ratios and staff qualification requirements. The provider is continuing to review the effectiveness of staff supervision of children, in line with the previous action set. The provider will be able to give parents further information about this. The provider is still registered with Ofsted.

On the 7 January 2020 we conducted an unannounced visit to check compliance with the previous WRN. We found improvements have been made to five out of the six previous actions raised. While there are plans in place for the implementation of staff supervisions, these have not yet been completed. We have served a further WRN.

Actions needed by 26 February 2020:

implement the planned programme of professional development so that supervisions monitor and evaluate the effectiveness of staffs' practice and provide appropriate coaching, support and training to promote continuous improvement.

The provider will be able to give parents further information about this. The provider is still registered with Ofsted.