

Compliance action taken for childcare provision

Ref: EY432925/4407303

Date: 17 August 2020

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 1 October 2019 we took steps to cancel the provider's registration. This was following a review of the provider's weak inspection history. The provider objected to us taking this step. Having heard the provider's reasons for objecting to this step, we decided to continue to take steps to cancel the provider's registration. The provider appealed to the Health, Education and Social Care First-tier Tribunal with regards to this decision.

On 16 December we conducted an unannounced re-inspection of the nursery. At the inspection we found several breaches of the statutory requirements. The provider can tell parents more about this. Following the inspection, we issued the provider with a Welfare Requirements Notice. This is a legal notice that required the provider to take the action below within the timescale set out.

Actions needed:

improve the systems in place to make sure all staff who work directly with children have relevant checks completed; with reference to appropriate criminal checks for staff who have been employed from outside of the United Kingdom, by 10 January 2020

implement effective and robust procedures to ensure that staff whose suitability has not been fully checked does not have unsupervised contact with the children who attend, by 10 January 2020

implement effective deployment of staff so children are appropriately supervised, and their safety is ensured; with particular focus on when the baby and toddler room merge together and when children are using outside play equipment, by 10 January 2020

ensure that the ratio requirements are met at all times; with particular reference to qualification requirements of staff and ensuring all children's needs are consistently met, by 10 January 2020

maintain detailed and accurate records of the injury's children sustain, by 10 January 2020

implement the written procedure for complaints when a complaint is made; ensuring it is fully investigated and that there is an outcome of the complaint that can be shared, by 10 January 2020

improve arrangements for managing children's special dietary requirements to ensure that children who have food allergies, preferences and intolerances are not provided with food they should not eat, by 10 January 2020

make sure that children have access to fresh drinking water at all times; with particular reference to the youngest children who attend, by 10 January 2020

We conducted an unannounced visit to the nursery on 14 January 2020 to monitor the action taken by the provider. We found that the provider had taken sufficient steps to meet the majority of the actions set following the inspection. However, the action which relates to appropriate checks for staff who have previously lived outside of the United Kingdom was not met. We also found breaches of requirements related to staff induction and staff knowledge and understanding of safeguarding.

Following the visit, we reissued a Welfare Requirements Notice to address the continued breaches of the requirement relating to criminal record checks of staff, and the newly identified breaches of requirements.

Action needed:

improve the systems in place to make sure all staff who work directly with children have relevant checks completed; with reference to appropriate criminal checks for staff who have been employed from outside of the United Kingdom, by 4 February 2020

ensure all staff, including agency staff, have a thorough induction so they are fully aware of their roles and responsibilities as soon as they start, by 4 February 2020

improve knowledge and understanding of safeguarding for all staff; with a particular regard for agency staff and staff who work at the nursery infrequently, by 4 February 2020.

We conducted a further unannounced visit to the nursery on 6 February 2020 to monitor the action taken by the provider. We found that the provider had taken sufficient steps to meet the actions set following the visit on 14 January 2020.

On 9 July 2020 we carried out an unannounced monitoring visit to the nursery to gather updated information about the operation of the setting and to assess any risks posed to children. The provider was found to be compliant with requirements.

On 11 August 2020 we carried out a further unannounced monitoring visit to the nursery. The provider was found to be compliant with requirements and maintaining improvements. As a result, we have made the decision to cease cancellation procedures. The provider is still registered with Ofsted.