

Compliance action taken for childcare provision

Ref: EY462767/4320526

Date: 21 October 2020

Summary of outcome

Her Majesty's Chief Inspector of Education, Children's Services and Skills is leading Ofsted's work into how regulated early years and childcare providers in England have delivered child-centred practice and care, within the context of the restrictions placed on society during the COVID-19 (coronavirus) pandemic.

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 13 January 2020 we conducted an unannounced regulatory visit to the childminder. During the visit we identified several hazards which breached the requirements relating to risk assessment.

We were satisfied that the childminder rectified these issues before the inspector left the premises.

On 10 June 2020 we received further concerns that the provider was not meeting some of these requirements. On 13 October 2020 we carried out a regulatory visit. We found the provider was not meeting some of the requirements. We have served a welfare requirements notice. This is a legal notice that requires the provider to take the actions below within the timescales set out. The provider will be able to give parents further information about this. The provider is still registered with Ofsted. Actions needed by 5 November 2020:

- continuously take all reasonable steps to ensure staff and children in your care are not exposed to risks and demonstrate how you are managing risks. Risk assessments should identify aspects of the environment that need to be checked on a regular basis, when and by whom those aspects will be checked, and how the risk will be removed or minimised
- ensure that fresh drinking water is available and accessible to children at all times
- improve the leadership and management of the provision and effectively support staff to undertake appropriate training and professional development opportunities to ensure they offer quality learning and development experiences for children that continually improves
- implement appropriate arrangements for the effective supervision of staff who have

contact with children and families. Ensure supervision provides support, coaching and training for the practitioner and promotes the interests of children. Supervision should foster a culture of mutual support, teamwork and continuous improvement, which encourages the confidential discussion of sensitive issues

- ensure that confidential information and records about staff and children are held securely and only accessible and available to those who have a right or professional need to see them. Be aware of and fully comply with your responsibilities under the Data Protection Act (DPA) 1998 and where relevant, the Freedom of Information Act 2000.

We made a follow-up visit to the provider on 6 November 2020 and found that risk assessment procedures have been updated, with the involvement of all staff and risks are now appropriately identified and minimised. In addition, fresh drinking water is accessible for children at all times.

The provider will be attending relevant safer recruitment and early years leadership courses to improve the leadership and management of the provision. They have also obtained mentoring support from a management advisor. Other staff will also be accessing training to support them in offering quality learning and development experiences for children that continually improves. The impact of provider and staff training, on the outcomes for children is not yet known and will be checked at the next inspection.

New supervision, one to one support meeting, and appraisal procedures for staff have been introduced. These are still being implemented and have not yet been fully embedded into practice, so the impact of changes and improvements on the outcomes for children is not yet known, and will be checked again at the next inspection.

Appropriate procedures are in place and have been shared with staff and relevant steps have been taken to ensure that confidential information and records about staff and children are held securely and that confidentiality is maintained.

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.

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.