

Compliance action taken for childcare provision

Ref: 110056/4732637

Date: 9 April 2021

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. If we find that a provider is not meeting the requirements, we can take action to ensure they put matters right.

On 1 March 2021, we received concerns that the provider was not meeting some of these requirements.

On 8 March, we carried out a regulatory telephone call. We found the provider was not meeting some of the requirements. We 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.

Actions needed by 16 March 2021:

- ensure all staff including those with lead responsibility for safeguarding understand the safeguarding policy and procedures, with particular regard to recognising when a child may be exposed to a risk of harm, including being alert to issues in a child's homelife and recognising and reporting inappropriate behaviour displayed by other staff
- ensure that any concerns about children's safety and welfare are referred to agencies with statutory responsibilities without delay
- maintain records to ensure effective information sharing between yourselves and other professionals, with particular regard to obtaining accurate and up to date information

relating to children on child protection plans.

On 17 March, we carried out a regulatory visit. The focus of the visit was to check whether the provider had met the safeguarding and welfare actions raised during the regulatory telephone call.

We found the provider had met some of the safeguarding and welfare actions but not others. The provider has improved their procedures for sharing information between themselves and other agencies to ensure children's needs are met.

The provider had not met the following actions:

ensure all staff including those with lead responsibility for safeguarding understand the safeguarding policy and procedures, with particular regard to recognising when a child may be exposed to a risk of harm, including being alert to issues in a child's homelife and recognising and reporting inappropriate behaviour displayed by other staff

ensure that any concerns about children's safety and welfare are referred to agencies with statutory responsibilities without delay.

Additionally, during the visit, we found new areas of concern. This means that the provider was not meeting other requirements as set out in the Statutory framework for the early years foundation stage. In relation to the actions they have not met and the new areas of concern, 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.

Actions needed by 6 April 2021:

- take action to ensure all staff, including the lead for safeguarding, fully understand the settings safeguarding policies and procedures and have up to date knowledge of safeguarding issues, including how to respond or escalate concerns to those with statutory responsibilities if required
- make sure all staff have an up to date knowledge and understanding of child protection legislation, and government initiatives to keep children safe including the 'Prevent' duty guidance
- ensure effective systems are in place when reviewing whether staff are suitable to fulfil the requirements of their roles, with particular regard to safe recruitment procedures
- implement an effective induction process and ongoing supervision to ensure staff have the skills, training, and knowledge to fulfil their roles and responsibilities, with particular regard to safeguarding children.

On 7 April, we carried out a regulatory visit. The focus of the visit was to check whether the provider had met the safeguarding and welfare actions raised.

We found that the provider had improved their knowledge and understanding of child protection procedures. Staff have been vetted appropriately to ensure they are suitable and have undergone induction training. This has enabled staff to fully understand their roles and responsibilities to safeguard children including being aware of wider aspects of safeguarding and how to escalate concerns if appropriate.

We are satisfied the provider has met the safeguarding and welfare actions raised. The provider is still 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.

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.