

## **Compliance action taken for childcare provision**

Ref: EY310782/4762655

Date: 28 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 place on society during 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](http://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 8 April 2021, the provider notified us that they had suspended a member of staff. The notification means that the provider met their legal responsibility as set out in the Statutory framework for the early years foundation stage to notify Ofsted of any significant events.

On 14 April 2021, 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.

Actions needed by 5 May 2021:

- ensure all staff have a secure knowledge and understanding of managing their interactions with children, including how and when physical intervention is used
- ensure all staff are able to recognise and act upon inappropriate behaviour displayed by any adults working on the premises
- ensure that the designated safeguarding lead (DSL) understands their responsibility and is capable of fulfilling their role, to enable them to give effective support and guidance to other staff so that any concerns are swiftly identified and acted upon
- ensure staff supervise and engage with children adequately to meet children's individual needs and keep them safe
- ensure accurate records are maintained when physical intervention is used and share these with parents.

Action needed by 21 May 2021:

- ensure staff supervision monitors staff practice effectively and provides effective support, training and coaching to promote children's interests and welfare.

On 6 May 2021, 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 at the last visit. The provider has organised training for staff to develop their understanding of how to interact appropriately with children and when to use physical intervention. Staff are now more confident about their responsibilities, including to keep accurate records when physical intervention is used and to share these with parents. The provider has ensured that the acting manager, who is also the designated safeguarding lead (DSL), is capable of fulfilling their role and understands their responsibility to provide effective support and guidance to other staff. The provider and DSL have provided training for staff to develop their understanding of safeguarding, including how to recognise and act upon any inappropriate behaviour displayed by adults working on the premises. Staff are confident in knowing the correct procedures to follow should they have any concerns about adults' practice. The provider has organised comprehensive training for staff to reinforce their understanding of how to engage with children effectively to meet children's care and learning needs. In addition, the provider has implemented new systems to ensure staff are deployed appropriately to keep children safe.

We found that the provider is making progress to improve support, training and coaching for staff to promote the children's interests and welfare. They are completing peer observations and staff supervision meetings. We will monitor the provider's response to ensure they have taken appropriate action by 21 May 2021.

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](http://www.gov.uk/government/publications/early-years-provider-non-compliance-action-by-ofsted).