

Compliance action taken for childcare provision

Ref: EY360529/4771738

Date: 19 May 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, 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 20 April 2021, the provider notified us of a serious illness to a child. 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 a serious accident, injury or illness to a child.

On 11 May 2021, we carried out a regulatory visit. 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. The provider is still registered with Ofsted.

Actions needed by 24 May 2021:

- ensure that staff are effectively deployed to meet the needs of all children
- ensure that staff working with children aged under two years have the necessary qualifications, experience and training to meet the needs of the youngest children
- provide support for all staff, including managers, to undertake appropriate training and professional development opportunities to enable them to fulfil all aspects of their roles and responsibilities in order to promote the interests of all children
- ensure that risk assessment is effective so that all risks to children's health and safety are identified and action is taken to remove or minimise any risks and hazards in a timely manner
- improve the knowledge and understanding of the designated lead practitioner for

safeguarding of the procedures to follow in the event of an allegation being made against a member of staff

- improve the knowledge and understanding of all staff, including managers, of how to manage children's behaviour in an appropriate way
- improve the knowledge and understanding of all staff, including managers, of how to provide appropriate support for children who may have special educational needs or disabilities
- improve knowledge and understanding of the procedures to follow to manage information of a sensitive nature about a member of staff, including when to make a referral to other professionals in a timely manner
- improve knowledge and understanding of how to ensure that practitioners, and any other person who is likely to have regular contact with children, are suitable to fulfil the requirements of their role
- improve the systems in place to monitor the ongoing suitability of any adults who have regular contact with children
- ensure all staff understand their responsibilities to disclose any changes that may affect their suitability to work with children
- improve knowledge and understanding of how to undertake a detailed assessment for any practitioners who require medication to ensure any risks are identified and minimised

On 25 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 their last visit.

We found the provider had met some of the safeguarding and welfare actions but not others. We found that the provider had improved the deployment of staff to meet the needs of all children. Staff and managers are now supported to undertake training and professional development opportunities to enable them to fulfil all aspects of their roles and responsibilities in order to promote the interests of all children. The designated lead practitioner for safeguarding has attended training to improve her knowledge and understanding of the procedures to follow in the event of an allegation being made against a member of staff. Staff have received training to enable them to manage children's behaviour in an appropriate way. The provider has ensured that there is appropriate support for children who may have special educational needs or disabilities. Managers have

improved their knowledge and understanding of how to manage information of a sensitive nature about a member of staff, including when to make a referral to other professionals in a timely manner. Managers have improved their knowledge and understanding of how to ensure that practitioners, and any other person who is likely to have regular contact with children, are suitable to fulfil the requirements of their role and have improved systems in place to monitor the ongoing suitability of any adults who have regular contact with children. Managers have taken action to ensure that all staff understand their responsibilities to disclose any changes that may affect their suitability to work with children.

However, the provider has not yet ensured that risk assessment is effective. This means that not all risks to children's health and safety are identified and therefore action is not taken to remove or minimise any risks and hazards in a timely manner. The provider has not ensured that staff working with children aged under two years have the necessary qualifications, experience and training to meet the needs of the youngest children. Managers have not yet improved their knowledge and understanding of how to undertake a detailed assessment for any practitioners who require medication to ensure any risks are identified and minimised.

Additionally, during the regulatory visit on 25 May 2021, 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 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. The provider is still registered with Ofsted.

Actions needed by 16 June 2021:

- ensure that staff have the necessary training, skills and knowledge to meet the needs of the youngest children
- ensure that risk assessment is effective so that all risks to children's health and safety are identified and action is taken to remove or minimise any risks and hazards in a timely manner
- improve the knowledge and understanding of all staff of how to carry out effective risk assessment with particular regard to food, to ensure that children are not exposed to risks or hazards, including choking
- ensure a detailed assessment is undertaken for any practitioners who require medication in order to ensure any impact on their ongoing ability to work with children is identified

and minimised

- improve systems for assessing the suitability of staff by maintaining accurate information and records about staff qualifications

We will monitor the provider's response to ensure the actions are successfully completed.

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.