

Compliance action taken for childcare provision

Ref: EY551542/4731645

Date: 6 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.

Whilst routine and assurance inspections of early years and childcare provision remain suspended, we are continuing with EY regulatory work. We have completed additional regulatory work looking at the information that we hold about this provider. The focus was to check the provider was meeting requirements following a notification since their last visit.

On 11 March 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 29 March 2021:

- ensure that risk assessment is effective, with particular regard to when babies are sleeping, so that staff are able to identify and take action to remove risks to their safety in a timely manner
- improve the deployment of staff to provide effective supervision of children and meet their needs
- ensure that all information and records are clear and sufficiently detailed to promote the safe and efficient management of the setting
- ensure that information and records are easily accessible and available upon request
- maintain a written record of all accidents and injuries sustained by children
- ensure that parents are informed of any accident or injury sustained by children on the

same day, or as soon as reasonably practicable

- improve leaders' and managers' knowledge and understanding of all child protection procedures, with particular regard to the procedure to follow in the event of an allegation being made against a member of staff
- improve knowledge and understanding of the level of detail required when providing information to Ofsted and other agencies in the event of an allegation being made against a member of staff
- improve knowledge and understanding of the level of detail required when a referral is made to the Disclosure and Barring Service
- provide all staff, including managers, the necessary support, coaching and training to fulfil all aspects of their role and to promote the interests of children.

On 30 March 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. The provider has taken action to ensure that risk assessment is effective, with particular regard to when babies are sleeping. Staff deployment has been improved to meet the needs of children. A written record of all accidents and injuries sustained by children has been maintained and parents have been informed of any accidents or injuries on the same day or as soon as reasonably practicable. Leaders and managers have accessed training to improve their knowledge of child protection procedures, with particular regard to the procedure to follow in the event of an allegation being made against a member of staff. They have further improved their knowledge and understanding about the level of detail required when making a referral or notification to Ofsted, the Disclosure and Barring Service and other agencies. However, the provider has not ensured that all information and records are clear and sufficiently detailed and has failed to ensure that information and records are available upon request. The provider has also not ensured that all staff, including managers, receive the necessary levels of support, coaching and training to fulfil all aspects of their role.

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 new areas of concern, 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 7 April 2021:

- maintain a record of the vetting checks completed for all staff, including the criminal records check reference number, the date the check was obtained and details of who obtained it

Actions needed by 21 April 2021:

- ensure that all information and records are clear and sufficiently detailed to promote the safe and efficient management of the setting
- ensure that information and records are easily accessible and available upon request
- improve arrangements for the supervision of all staff, including managers, so that they receive the necessary support, coaching and training to fulfil all aspects of their role and to promote the interests of children
- improve the two-way flow of information with parents to meet the needs of all children
- ensure that risk assessment is effective so that all risks to children's safety are identified and action is taken to remove or minimise risks and hazards in a timely manner
- ensure that there are suitable and hygienic nappy changing facilities to prevent risk of cross infection
- implement effective systems 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

On 8 April 2021, we carried out a regulatory visit. The focus of the visit was to check whether the provider had met the safeguarding and welfare action raised at their last visit. We found that the provider has maintained a record of the vetting checks completed for all staff, including the criminal records check reference number, the date the check was obtained and details of who obtained it. We are satisfied the provider has met the safeguarding and welfare action raised.

On 22 April 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. We found that the provider had taken appropriate action to improve information and records to ensure that they are clear and sufficiently detailed and had improved the organisation of information and records to ensure that they were readily available upon request. The provider had improved the arrangements for the supervision of all staff, including managers, so that they receive the necessary support, coaching and training to fulfil all aspects of their role and to promote the interests of children. Action had been taken to improve risk assessment to help keep children safe. The provider had improved the two-way flow of information with parents to meet the needs of all children. Action had been taken to ensure that there are suitable and hygienic nappy changing facilities to prevent risk of cross infection. The provider had improved systems 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.

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.