

Compliance action taken for childcare provision

Ref: EY563662/4990404

Date: 13 February 2022

Summary of outcome

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 7 December 2021, we carried out an inspection and found the provider was not meeting some of these requirements.

Following the inspection 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.

Actions needed by 7 January 2021:

- ensure the member of staff with lead responsibility for safeguarding has sufficient and accurate safeguarding knowledge to fulfil the requirements of the role, to keep children safe;
- ensure all staff have a secure knowledge and understanding of the signs that might indicate children are at risk of harm, including from wider safeguarding matters, in line with the Local Safeguarding Children Partnership;
- implement effective processes for induction and supervision, to ensure the manager and staff receive appropriate support and address any training needs.

On 12 January 2022, we carried out an unannounced regulatory visit. The focus of the visit was to check whether the provider had met the safeguarding and welfare actions set at their last inspection. We found that the provider had not met some of the actions in the welfare requirement notice. We have served another welfare requirements notice. This is a legal notice that requires the provider to take the actions below within the timescales set out.

Actions needed by 1 February 2022:

- implement a policy, and procedures, to safeguard children that is in line with the guidance and procedures of the relevant local safeguarding partners (LSP) and that includes an explanation of the action to be taken in the event of an allegation being made

against a member of staff;

- ensure the member of staff with lead responsibility has attended a child protection training course that enables them to identify, understand and respond to signs of possible abuse and neglect and know the procedure to follow in the event a concern is raised about the conduct of a member of staff;
- take immediate action to ensure that all staff have an up-to-date knowledge of safeguarding issues, including the action to take in the event of bruising in not independently mobile babies and the procedure to follow if inappropriate behaviour is displayed by members of staff;
- implement effective processes for induction and supervision for all staff, including the manager, that provides opportunities for staff to discuss any issues concerning children's development or well-being, including child protection concerns and to receive coaching to improve their personal effectiveness.

On 4 February 2022, we carried out a regulatory visit. The focus of the visit was to check whether the provider had met the safeguarding and welfare actions. We found that the provider had taken action to address staff's knowledge of safeguarding matters. We found that staff, including those who hold designated lead responsibilities, demonstrated a good knowledge of safeguarding policy and procedure. We observed that the provider holds a good oversight of staff practice and that systems for staff supervision have improved.

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