

Compliance action taken for childcare provision

Ref: 110039/5111625

Date: 6 May 2022

Summary of outcome

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 11 April 2022, we carried out an inspection and found the provider was not meeting some of these requirements. The report and inspection outcome will be published in due course. Following the inspection, we served a welfare requirements notice on 20 April 2022. 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 2 May 2022:

- ensure staff responsible to take the lead for safeguarding improve their knowledge and understanding of all safeguarding matters, including allegation management, in order to provide support, advice and guidance to other staff when required
- take action to ensure staff understand reporting processes in line with local safeguarding procedures, including having an up-to-date knowledge of current issues and know how to respond to any child protection concerns in an appropriate and timely manner
- implement effective and robust recruitment procedures to assess staff's suitability and ensure all adults looking after children are suitable to fulfil the requirements of their role
- ensure all staff have appropriate induction, training, skills and knowledge, to help them have a clear understanding of their roles and responsibilities
- put appropriate arrangements in place for the supervision and coaching of all staff who have contact with children and families
- take action to ensure that the staff team understand the role of the key person so that every child's individual needs are continuously met
- maintain information and records that can be shared with other professionals to ensure effective and safe management of the setting
- ensure all information is readily available for inspectors to review, including accident records
- implement a complaints policy and maintain a written log of complaints, including how

complaints have been fully investigated in line with the EYFS requirements

- ensure that all staff implement hygiene practices across the nursery to consistently promote children's good health
- ensure that notifications are completed and reported swiftly to appropriate agencies with statutory responsibility
- ensure that the certificate of registration is displayed at all times.

On 5 May 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 raised at their last inspection.

We found that the provider and staff had improved their knowledge and understanding of child protection procedures and now fully understands their responsibilities. The provider has improved their recruitment procedures to ensure that all adults looking after children are suitable. Additional training has been provided for all staff, with future training scheduled to ensure that their knowledge remains current. The induction procedures have been improved and new processes are in place for the supervision of staff to ensure that they understand and can fulfil their roles. Record keeping has been improved and information is now accessible.

The complaints policy and process has been updated and parents now receive an acknowledgement slip following concerns raised. Hygiene practices have been improved across the nursery and new routines established to promote children's good health. The process for the completion of notifications has been improved and the provider has a better understanding of this. The certificate of registration is now displayed in the reception area.

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.