

Compliance action taken for childcare provision

Ref: EY359697/5172770

Date: 24 June 2022

Summary of outcome

On 18 May 2022, we carried out an inspection and found the provider was not meeting some of these requirements. The report and inspection outcome are published. Following the inspection, we served a welfare requirements notice on 1 June 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 17 June 2022:

- ensure staff are effectively deployed and children are well supervised at all times
- ensure babies are frequently checked while sleeping to ensure they are safe
- ensure all staff, including the manager and designated safeguarding leads, are able to identify signs of possible child abuse and neglect and understand the procedures to follow to protect children, so that concerns are referred promptly to the correct agencies
- ensure that monitoring of staff teaching and practice successfully identifies the support coaching and training staff require for all aspects of their roles and responsibilities
- ensure at least half of all the staff working with children under two years of age have received training that specifically addresses the care of babies
- remove or minimise hazards that children are exposed to, such as cleaning products and plastic bags
- ensure behaviour is managed in an appropriate way
- ensure that the designated safeguarding lead has received appropriate child protection training, to enable them to meet their responsibilities and to provide support, advice and guidance to other staff on safeguarding issues
- ensure that safeguarding concerns are referred to the correct agencies
- improve systems for performance management to tackle poor practice
- ensure children who need additional support, including those with SEND, receive the help they need.
- improve the key-person system to provide all children with tailored care and learning that

meets their individual needs

- provide training support and coaching for all staff to ensure that they have appropriate knowledge, skills and understanding to fulfil their roles and responsibilities.

On 22 June 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. At the visit the inspector found that the provider has taken swift and prompt action to meet all the requirements.

Staff have attended an intensive training programme designed to support them in their roles and responsibilities. The designated safeguarding leads have completed training and are booked on further courses in July. All safeguarding concerns have been reviewed any advice sought and/or referrals made. On further investigation, the incident mentioned in the report, which had not been notified to Ofsted, did not require notification. This was an internal practice issue which was dealt with by the provider. They can provide more information about this to parents, if required. Improvements have been made to ensure any poor performance is dealt with effectively.

Babies sleep within the room and therefore were in sight and/or hearing of staff. That's said, the documentation to ensure they are checked regularly has been updated and staff reminded of the importance of completing regular checks.

Risk assessments have been reviewed and there were no identified hazards for children. Staff: child ratios were adhered to and all children were supervised on the day of the regulatory visit. The provider and staff work with the local authority inclusion support services for children who may be identified as requiring additional support. This early intervention helps to ensure children receive the right support to help them make the best possible progress.

Work has started and is still ongoing to ensure the curriculum is embedded throughout. Support and training is being delivered on the quality of teaching, to ensure staff have the appropriate knowledge and skills when delivering activities to ensure these meet the individual needs of all the children.

We are satisfied the provider has met the safeguarding and welfare actions raised. The next steps is a further full inspection. The provider is still registered with Ofsted.