

## **Compliance action taken for childcare provision**

Ref: EY481706/5155568

Date: 30 June 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](http://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 28 April 2022, we carried out an inspection and found the provider was not meeting some of these requirements.

The overall effectiveness of the provision was judged to be inadequate. The inspection report sets out the actions the provider was required to take to meet the requirements.

On 24 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 had met some of the actions but not others.

We found that the provider has implemented procedures for managing allegations against staff. These are in line with guidance from local safeguarding partners. Staff demonstrated at the regulatory visit that they understood the procedures and would be able to implement them effectively.

We found that procedures for safe recruitment have been improved and staff suitability declarations have been added to the recruitment and vetting process. We also found that all staff now have a secure knowledge and understanding of the changes and events to be notified to Ofsted.

We found however, that not all staff working with children have a secure knowledge and understanding of the 'Prevent' duty guidance for England and Wales 2015. We also found that arrangements for staff supervision, in order to identify and improve poor teaching, for example through effective coaching and support, have not yet been implemented.

Additionally, during the regulatory visit on 24 May 2022, we found a new area 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.

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 22 June 2022:

- ensure all staff working with children gain a secure knowledge and understanding of the 'Prevent' duty guidance for England and Wales 2015
- implement appropriate arrangements for staff supervision, coaching and support, in order to identify and improve poor teaching
- take all reasonable steps to ensure staff and children in your care are not exposed to risks, in this instance possible risks relating to the door protector and sensory bottles in the baby room.

We visited the provider again on 23 June 2022 to monitor the action taken to comply with the welfare requirements notice. We found that the provider had met some of the safeguarding and welfare actions but not others.

The provider has ensured that all staff now have an acceptable knowledge and understanding of the 'Prevent' duty guidance for England and Wales 2015. We found that possible safety risks in the baby room have now been eliminated.

We also found however that the provider has not yet implemented appropriate arrangements for staff supervision, coaching and support, in order to identify and improve poor teaching. As a result, teaching for some children is still poor.

Additionally, during the regulatory visit on 23 June 2022, 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 highlighted on 23 June 2022, we served another welfare requirements notice on 1 July 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. The provider is still registered with Ofsted.

Actions needed by 13 July 2022:

- improve the overall leadership and management of the provision and implement appropriate arrangements for all staff to receive effective supervision, coaching and support, in order to identify and improve poor teaching
- train all staff to understand your safeguarding children policy and procedures, and ensure that all staff have up to date knowledge of safeguarding issues and are able to identify signs of possible abuse and neglect at the earliest opportunity, and to respond in a timely

and appropriate way

- ensure that fresh drinking water is available and accessible to children at all times

On 13 July 2022, we carried out a regulatory visit. The focus of the visit was to check whether the provider is complying with the welfare requirements noticed served on 1 July 2022. We found that the provider and the local authority are providing effective supervision, coaching and support to the manager, in order to support her to identify and improve poor teaching within the setting and support other staff to improve teaching for children.

We found when speaking with staff that they demonstrate they understand the safeguarding children policy and procedures, are able to identify signs of possible abuse and neglect and know how to respond in a timely and appropriate way.

We also observed that fresh drinking water is available and accessible to all children at all times. We are satisfied with the action taken by the provider.