

Compliance action taken for childcare provision

Ref: 2655729/5208652

Date: 19 August 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 13 July 2022, the provider notified us of safeguarding concerns they had become aware of. The notification means that the provider met their legal responsibility as set out in the Statutory framework for the early years foundation stage to notify Ofsted of any significant event likely to affect suitability. The provider will be able to give parents further information about this.

On 19 August 2022, we carried out a regulatory telephone call. We found the provider was not meeting some of the requirements. An investigation found that the previous manager had not followed safer recruitment procedures. Staff had been appointed without appropriate checks being place, including a criminal records check. There was no evidence to suggest these individuals worked unsupervised with children. Swift and appropriate action has been taken to ensure all staff have appropriate checks in place and their suitability confirmed. Confidential records relating to children have not been stored appropriately. They were within the rooms and all staff had access to these. Immediate action has been taken and all records are now kept locked in an appropriate cabinet.

The investigation showed the previous manager did not make appropriate referrals to statutory agencies who deal with child protection, when staff voiced their concerns about a child. Not all staff were confident in the procedure to follow, if they have concerns about children in their care, and some had not received appropriate safeguarding training. In addition, the previous manager did not complete appropriate staff supervisions. The provider has appointed a new manager who has taken action to ensure staff are now confident in the procedures to follow. All staff have received training on safeguarding and the policy and procedure has been updated. Further action is still required to ensure the requirements are fully met.

We have issued actions for the provider to take. Actions needed by 2 September 2022:

- ensure concerns about children's safety or welfare are notified to the agencies with statutory responsibilities without delay. This means the local children's social care services

and, in emergencies, the police

- train all staff to understand the safeguarding policy and procedures, training must enable staff to identify signs of possible abuse and neglect at the earliest opportunity, and to respond in a timely and appropriate way
- put appropriate arrangements in place for the supervision of staff who have contact with children and families. Effective supervision provides support, coaching and training for the practitioner and promotes the interests of children.

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.