

Compliance action taken for childcare provision

Ref: EY426616/5195347

Date: 28 September 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 28 June 2022, we received concerns that the provider was not meeting some of these requirements.

On 18 July 2022, we carried out a regulatory telephone call, and on 19 July 2022, we reviewed the provider's internal investigations into concerns. We found the provider was not meeting some of the requirements. We served a welfare requirement notice. This is a legal notice that requires the provider to take the actions below within the timescales set out.

Actions needed by 5 September 2022:

- ensure all staff, including the provider improves their understanding of safeguarding policies and procedures, in line with the guidance and procedures of the relevant local safeguarding partners (LSP), in particular, what to do when allegations are raised
- ensure all staff including the provider are trained to understand safeguarding policies and procedures, training made available by the provider must enable staff to identify signs of possible abuse at the earliest opportunity, and to respond in a timely and appropriate way. This includes when inappropriate behaviour is displayed by staff
- implement effective arrangements for the supervision of staff to provide support, coaching and training for the practitioners and promote the interests of children
- ensure required staff to child ratios are met to ensure children are supervised safely at all times
- ensure children's behaviour is managed positively and in an appropriate way.

On 23 September 2022, we carried out a regulatory visit. The focus of the visit was to check whether the provider had met the welfare requirement actions raised. We found the provider had met some of the safeguarding and welfare actions but not others.

We found that staff demonstrated an appropriate knowledge and understanding of positive

behaviour management strategies. Although there were only three children in attendance, we observed that staff present positive role models to children. The impact was that children demonstrated they felt safe and secure.

We observed staff were deployed appropriately to meet the individual needs of the children. We observed appropriate ratios of adults working with children. This helps to keep children safe.

Through discussions with the manager and staff team, and upon reviewing documentation, we found staff had received recent supervision. They told us this allows them to talk about their roles and responsibilities and to request any additional training or support they may need. This support helps staff to meet the needs of the children in their care.

Although we found appropriate safeguarding policies and procedures are accessible in the setting. The staff team including the manager did not demonstrate a clear knowledge and understanding of these procedures. Therefore, this remained a concern.

In addition, 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 year's foundation stage.

In relation to the new areas of concern, on 27 September 2022, we have served further welfare requirements notice.

Actions needed by 4 October 2022:

- ensure all staff, including the provider improves their understanding of safeguarding policies and procedures, in line with the guidance and procedures of the relevant local safeguarding partners (LSP), in particular, what to do when allegations are raised and where there are concerns about a child's welfare
- improve your nominated persons oversight of the setting to ensure that the manager and staff team have a clear knowledge and understanding of their safeguarding roles and responsibilities to drive the necessary improvement needed
- ensure fire doors are free of obstruction and easily opened from the inside.

On 5 October 2022, we carried out a regulatory telephone call. The focus of the call was to check whether the provider had met the safeguarding and welfare actions raised following the visit carried out on 23 September 2022. We found the manager had taken adequate action to improve their knowledge and understanding of child protection procedures. The manager had also reviewed safeguarding policies and procedures with staff to develop their

safeguarding knowledge further. The setting has appointed a new nominated person to have oversight of the setting. The impact of their involvement will be assessed at the next full inspection. Appropriate action has been taken to ensure that all fire doors are now free from obstruction.

The provider will be able to give parents further information about this. 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.