

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

Ref: EY481745/5304724

Date: 22 December 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 30 September 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 16 November 2022, we carried out a regulatory visit. We found the provider was not meeting some of the requirements. We have served a welfare requirements notice. 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 December 2022:

- improve knowledge and understanding of safeguarding and child protection procedures, with particular regard to the procedures to follow in respect of allegations against staff
- ensure that there is a named deputy who is capable and qualified to take charge in the manager's absence
- ensure that at least one member of staff holds an approved level 3 qualification and at least half of all other staff hold an approved level 2 qualification
- take all reasonable steps to minimise or remove risks in the nursery to keep children safe
- devise and implement robust emergency evacuation procedures and ensure that fire exit routes are free from obstructions to help keep children safe in the event of an emergency evacuation
- ensure that staff manage children's behaviour effectively.

We suspended the provider's registration on 16 November 2022, because we believed children may be at risk of harm. Suspension allows time for the provider to take steps to reduce or eliminate the risk of harm to children. The provider has a right to appeal against a

suspension. The provider may not provide childcare for which registration is required while the suspension is in place and may commit an offence if they do so.

On 9 December 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. We found the provider had met some of the safeguarding and welfare actions but not others. A new deputy manager had been appointed. The provider demonstrated how the required qualification levels would be met. The provider demonstrated appropriate behaviour management strategies.

We found that the provider had not met the other actions. Additionally, during the regulatory visit on 9 December 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. We have therefore served a welfare requirements notice. 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 6 January 2022:

- ensure that the lead practitioners for safeguarding attend a child protection training course, taking account of any advice from the local safeguarding partners or local authority on appropriate training courses
- ensure leaders and staff have a robust knowledge and understanding of safeguarding and child protection issues, with particular regard to the procedures to follow in the event of concerns about children and allegations against staff
- implement robust recruitment and vetting procedures to ensure that staff working with children are deemed suitable
- improve knowledge and understanding of risk assessment, with particular regard to emergency evacuation procedures
- devise and implement robust emergency evacuation procedures to help keep children safe in the event of an emergency evacuation.

On 20 December 2022, we lifted the suspension because the provider took appropriate action to deal with the matter that led to the suspension. We are satisfied that the identified risk of harm to children has been removed.

On 13 January 2023, we carried out a regulatory visit. The focus of the visit was to check whether the provider had met the safeguarding and welfare actions. We found the provider

has ensured that the lead practitioners for safeguarding have attended a child protection training course. Leaders and staff have a sound knowledge and understanding of safeguarding and child protection issues and know the procedures to follow in the event of concerns about children and allegations against staff. Recruitment and vetting procedures have been improved to ensure that staff working with children are deemed suitable. The provider has devised appropriate evacuation procedures and improved risk assessment to help keep children safe.

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](http://www.gov.uk/government/publications/early-years-provider-non-compliance-action-by-ofsted).