

Compliance action taken for childcare provision

Ref: 2677575/5343490

Date: 25 January 2023

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 November 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.

We suspended the provider's registration on 29 November 2022, because we believe

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 4 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, raised at their last inspection. The inspector found that appropriate action had been taken to meet some of the actions. The provider has now checked the suitability of all staff who work with or come into contact with children. In addition, she has demonstrated how staff under the age of 17 will not be left unsupervised and that staff who hold an appropriate paediatric first aid qualification will be present, when the children attend the setting and on outings. The provider has developed a separate under-two's room to meet requirements. She has also implemented effective mobile phone procedures and has been shared with staff. The provider has started to put in place targeted support for the manager, which includes training to fulfil the responsibilities of her role.

However, the provider has not yet taken enough action to ensure that she meets the

qualification requirements of the early years foundation stage. Although the provider has improved her knowledge in some aspects of risk management and implemented some steps to reduce risks, she fails to demonstrate how she will ensure that children are not exposed to risk and are kept safe from harm. The provider has implemented new induction processes

for all staff. This includes the action they should take in the event of a fire. The provider has held a meeting with staff to discuss child protection and safeguarding policies and procedures. However, as staff were not present, the impact of this could not be fully assessed. The inspector also found that the provider had not yet started to provide coaching or supervisions with staff. During the visit, the inspector also found that although the provider has provided a separate room for children aged under two, she has not ensured those working with under two's have suitable training.

We have therefore served a further 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 20 January 2023:

- ensure that in addition to at least one fully qualified level three at least half of all staff employed hold at least an approved level 2 qualification
- implement effective systems to ensure that staff receive the right level of coaching and support to help improve the quality of care and learning that children receive put appropriate arrangements in place for the supervision of staff to identify gaps in staff knowledge and any training they would benefit from to help improve their overall effectiveness, their knowledge and skills of working with children
- implement effective induction training for new staff to ensure that they are familiar with the setting's policies and procedures, including what to do in the event of a fire
- ensure that all staff understand the safeguarding policy and procedures and that they are aware of what to do if they have a concern about the welfare of a child
- ensure that all staff have a secure knowledge of all types of abuse, including female
- genital mutilation and the 'Prevent' duty
- implement effective arrangements to ensure that children are adequately supervised so that their needs are met and their safety is prioritised
- ensure that children are not exposed to unnecessary risk and are kept safe from harm
- ensure that at least half of all staff working with children under the age of two, have
- received training that addresses the care of babies.

We will monitor the provider's response to ensure the actions are successfully completed.

On 23 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, raised at the last visit.

On 23 January 2023, we found the provider had met some of the safeguarding and welfare actions but not others.

We found the provider has put appropriate measures in place to ensure children are supervised during their time at the setting. This includes ensuring that there are appropriately qualified staff to care for the children and meet ratio requirements. Environments have been risk assessed and risks minimised to ensure children are kept safe. Staff have received training to ensure they know what to do in the event of a fire. All staff have suitable knowledge of how to report safeguarding concerns about a child and how to respond to concerns relating to the 'Prevent' duty guidance and female genital mutilation. Staff have not yet received supervisions to support their professional development and ensure they have appropriate coaching and mentoring to improve the overall effectiveness of their knowledge and skills of working with children.

We have served a further 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. The provider is still registered with Ofsted.

Action needed by 07 February 2023:

- put appropriate arrangements in place for the supervision of staff to ensure they receive the right level of coaching and mentoring they need to improve their overall effectiveness and their knowledge and skills of working with children.

We will monitor the provider's response to ensure the action are successfully completed.

On 13 January 2023, 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 10 February 2023, the provider responded to the action set. We found that the provider had improved procedures to ensure staff have supervisions and receive the right level of coaching and mentoring to improve the overall effectiveness and their knowledge and skills of working with children.

We are satisfied the provider has met the safeguarding and welfare actions raised. The provider is still registered with Ofsted.

