

Compliance action taken for childcare provision

Ref: 105875/5350288

Date: 27 February 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 18 August 2022, the provider notified us of concerns raised about staff conduct. 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 significant events.

We worked with outside agencies to monitor the concerns. On 16 February 2023, 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 10 March 2023:

- improve knowledge and understanding of the process to follow in the event of an allegation against a staff member or volunteer, in line with the Local Safeguarding Partnership procedures
- make changes to the policy and procedures for managing allegations against staff or volunteers, to ensure they are in line with the Local Safeguarding Partnership (LSP) processes
- improve understanding of general safeguarding matters, such as staff suitability and the relevance of the 'Prevent' duty
- review the policy and procedures relating to the use of mobile phones and technology devices, and ensure staff understand and implement them consistently to keep children safe
- ensure the suitability of all new staff and volunteers by carrying out the necessary checks, including appropriate references and Disclosure and Barring Service (DBS) checks
- ensure staff with lead safeguarding responsibilities are appropriately trained and suitable

to fulfil their roles

- implement processes to check the ongoing suitability of staff and ensure all staff are aware of the expectations to disclose any information that may affect their suitability
- ensure written records of accidents contain sufficient detail about how accidents occurred and the nature of the injuries sustained.

On 13 March 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.

We found that the provider had improved their knowledge and understanding of the procedures to follow in the event of an allegation. They have updated the safeguarding policies and procedures, so they are in line with the LSP processes. The provider has developed their understanding of the different aspects of safeguarding, including the 'Prevent' duty and how to make sure that staff and volunteers are suitable to work with children. They have checked to make sure that staff with lead safeguarding roles have completed the relevant training to ensure they have sufficient knowledge to carry out their roles. The provider has considered how they will make sure that staff's knowledge and understanding reflects the setting's policies and procedures before they start work with children.

We are satisfied the provider has met the safeguarding and welfare actions raised. 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.

