

Compliance action taken for childcare provision

Ref: 2654074/5399672

Date: 2 May 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 17 March 2023, we received concerns that the provider was not meeting some of these requirements.

On 21 March 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.

Actions needed by 21 April 2023:

- ensure that managers have a secure understanding of safeguarding, with particular regard to the procedures for reporting concerns about children and for managing allegations against a member of staff
- provide support, coaching and supervision to make sure the manager and staff have the skills and understanding to fulfil their role and responsibilities
- ensure that the required staff-to-child ratios, including qualified staff, are met at all times
- ensure that at least half of all staff caring for the youngest children have received training that specifically addresses the care of babies
- improve staff understanding of behaviour management strategies, so that they have a consistent approach to better support children's understanding of positive behaviour

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

On 27 March 2023, the provider notified us of an incident. 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 a significant event.

On 31 March 2023, we carried out a regulatory telephone call. We found the provider was

not meeting some of the requirements and had taken action to put this right. The provider has removed identified hazards and reminded staff of how to risk assess, as well as the procedures to follow in the event of a first aid concern.

On 28 April 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 previous visit. We found that the provider has ensured that the manager has a secure knowledge of safeguarding with particular regard to managing allegations. The provider has developed the support and coaching provided to all staff. This includes a thorough induction process for all staff, so they have a clear understanding of their roles and responsibilities. The provider has recruited more staff and has ensured that the required staff-to-child ratios are being complied with. The provider has demonstrated that staff working with babies have completed the required training. This is having a positive impact on experiences for children. The provider has improved staff's understanding of behaviour management strategies to ensure a consistent approach through training and support for staff.

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.