

Compliance action taken for childcare provision

Ref: EY293679/5411292

Date: 17 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 31 March 2023, we carried out an inspection and found the provider was not meeting some of these requirements. Following the inspection we served a welfare requirements notice on 17 April 2023. 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 28 April 2023:

- implement appropriate procedures in line with the relevant local safeguarding partners to accurately monitor and report any concerns relating to children's welfare

- ensure agency staff who work directly with children understand the nursery safeguarding policy and procedures and are able to identify signs of possible abuse or neglect appropriately

- ensure that all accidents and injuries are documented and reported to parents as soon as possible

- ensure that the Special Educational Needs Coordinator receives appropriate support and

guidance to help them meet the needs of children with special educational needs and/or disabilities effectively

- ensure that staffing arrangements meet children's needs at all times and that staff are deployed effectively to support children's well-being and learning

- implement an effective induction process to support staff, including agency staff, to understand their roles and responsibilities

- provide all staff with effective supervision to discuss their roles and identify appropriate opportunities for continuous professional development

- ensure all documentation is maintained appropriately so that it is easily accessible and available for inspection

- ensure an effective key-person system is in place where staff have opportunities to build relationships with families and share information with parents and carers about their child's time at the nursery

- improve staff's knowledge of effective behaviour management to ensure that they can provide children with clear guidance about what is expected of them.

On 4 May 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 in the welfare requirements notice. We found that safeguarding procedures were being implemented effectively. Leaders and managers have introduced more robust processes to induct new staff, including agency staff. This includes ensuring that they are familiar with the setting safeguarding procedures and they can now confidently demonstrate who to raise any concerns to. Consistent processes are now in place to monitor accidents and injuries and report these to parents. Leaders and managers have worked hard to reorganise documentation and ensure that this can be easily accessed when required. More robust monitoring of documents across the nursery means that all relevant information is being recorded consistently.

Staff have had individual meetings with leaders and managers to discuss their roles and responsibilities and highlight any additional training needs they may have. Action has been taken to support staff who complete specific roles, such as the Special Educational Needs Coordinator. Staff deployment has been improved and children's needs are being met. Key persons are working with their key children and providing parents and carers with more information about their child's time at nursery. The provider has strengthened staff understanding of how to manage children's behaviour across the nursery. As a result of the action taken, children appear more happy and settled at the nursery and staff are happier in their roles.

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