

Compliance action taken for childcare provision

Ref: EY266155/5339606

Date: 20 October 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 22 December 2022, we carried out a regulatory visit. We found the provider was not meeting some of the requirements. We have issued actions for the provider to take. 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.

Actions needed by 11 January 2023

- ensure you obtain an enhanced criminal record check for all adults working with children
- implement robust recruitment and vetting checks for all adults working with children, and keep a record of the qualification and identity checks completed
- put effective measures in place to minimise risks posed from the metal radiator covers, exposed copper piping and radiators
- implement effective risk assessments to ensure all areas of the premises children access are safe and suitable
- ensure the nominated individual has appropriate knowledge of the early years and childcare requirements.

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

On 12 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.

During the visit, we found that the provider had failed to notify Ofsted of changes that might affect her ability to work with children, which is a requirement of their registration. We found that the provider had not met the actions raised. We also found further breaches in the providers requirements. We have therefore served a welfare requirements notice (WRN). 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.

Actions needed by 27 January 2023:

- ensure you obtain an enhanced disclosure and barring service (DBS) check for all adults working with children, and keep a record of the ongoing suitability checks completed for all staff
- ensure all adults and visitors whose suitability has not been checked are not allowed unsupervised contact with children
- implement robust recruitment and vetting checks for all adults working with children, and keep a record of the reference checks completed
- put effective measures in place to minimise risks posed from the metal radiator covers, exposed copper piping and radiators
- implement effective risk assessments to ensure all areas of the premises children access are safe and suitable
- ensure children are supervised by a suitability qualified and paediatric first aid trained member of staff while they are eating
- implement an effective system for the supervision of staff so that they can discuss any issues and ways to address these, and have access to the level of support, coaching and training needed for their personal development
- ensure the nominated individual has appropriate knowledge of the early years and childcare requirements.

On 7 February 2023, we carried out a full inspection of the setting. We found that the provider was still not meeting the safeguarding and welfare requirements. Following this visit, we served a second WRN.

Actions needed by 30 March 2023:

- ensure the designated safeguarding lead in the setting undertakes further training so that they know and understand how to fulfil all of their roles and responsibilities
- ensure all staff have a secure knowledge and understanding of how to identify and respond to concerns about a child's welfare, including how to respond to allegations made against staff

- keep a written record of any concerns raised about a child's welfare, including sufficient detail of any action taken and the outcome, to ensure the safe and effective management of the nursery in the managers absence
- implement and record robust recruitment and vetting checks for all adults working with children, and complete checks to ensure their ongoing suitability while employed at the club
- provide new members of staff with thorough inductions and ensure that they receive the level of support, coaching and training that they need to develop a secure knowledge and understanding of their roles and responsibilities
- ensure the nominated individual has appropriate knowledge of the early years and childcare requirements.

On 5 April 2023, we carried out another regulatory visit. The focus of the visit was to check whether the provider had met the safeguarding and welfare actions raised at the inspection. At this visit, we found that the provider still had not implemented and recorded robust recruitment and vetting checks for every adult working with children, or completed checks to ensure their ongoing suitability while employed at the club. In addition, we found that the provider had not provided Ofsted with the information it needs to check the suitability of new directors in the company linked to the club's registration. Following this visit, we served a third WRN.

Actions needed by 14 April 2023:

- implement and record robust recruitment and vetting checks for every adult working with children, and complete checks to ensure their ongoing suitability while employed at the club

On 18 April 2023, we carried out another 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. At this visit, we found that the provider still had not implemented and recorded robust recruitment and vetting checks for every adult working with children, or completed checks to ensure their ongoing suitability while employed at the club. Following this visit, we served a fourth WRN.

Actions needed by 3 May 2023:

- implement effective recruitment procedures that are in line with the setting's safer recruitment policy and keep an accurate record of robust recruitment and vetting checks for every adult working with children.

On 19 May 2023, we found that the provider had not met the actions in the welfare requirements notice. We took steps to cancel the provider's registration. On 30 May 2023, the provider objected to us taking this step. Having heard the provider's reasons for objecting to this step, we did not uphold the objection, so have decided to proceed with cancellation and the provider remains registered with Ofsted.

On 25 July 2023, we completed another full inspection of the club. At the time of the inspection, the provider demonstrated they had taken suitable action to meet the safeguarding and welfare requirements. They could also demonstrate that they had reviewed their practice, and updated policies and procedures to ensure they continued to meet the requirements. Following the inspection, we made the decision not to proceed with the cancellation of the provider's registration.

On 1 September 2023, we received further concerns that this provider was not meeting some of these requirements. On 22 September 2023, we carried out an unannounced regulatory visit. During this visit we found the club had not fully considered what they would do in the event of an emergency. As a result, they did not take all possible measures to make sure children were kept safe and well. In addition, the provider did not ensure they had the information they needed to contact children's emergency contacts in the event of an emergency. Following this visit, we served the provider with 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. The provider is still registered with Ofsted).

Actions needed by 29 September 2023:

conduct and implement effective risk assessments for outings to minimise or remove possible risks to children's safety

review the procedures to be followed in the event of an emergency during an outing to ensure suitable action is taken and staff and children are kept safe

review the procedures to be followed in the event of a child or adult sustaining a significant injury during an outing, including clear procedures about when to seek emergency medical treatment to ensure that the adult or child is kept safe and well.