

## **Compliance action taken for childcare provision**

Ref: EY392543/5481787

Date: 24 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](https://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 5 July 2023, we received concerns that the provider was not meeting some of these requirements.

On 11 September 2023, we carried out an inspection and found the provider was not meeting some of these requirements. The report and inspection outcome will be published in due course. Following the inspection, we served a welfare requirements notice on 25 September 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 29 September 2023:

- ensure all staff, including the manager, understand and adhere to the safeguarding policy and procedures, including those relating to mobile phones and camera use
- ensure staff have secure knowledge and understanding of the signs of abuse and know who to contact should they have concerns about staff conduct or children's welfare
- introduce practice monitoring arrangements and regular staff supervision that promotes teamwork, sensitive discussions, professional development and the continuous improvement

of the setting

- ensure there are sufficient staff with an appropriate first aid qualification present at all times in order to ensure their health and safety
- improve key person arrangements to ensure children's care and wellbeing are prioritised, particularly as they transition through the setting
- improve the deployment of staff to ensure children's supervision needs are met and they are within sight and/or hearing at all times to ensure their safety
- improve hygiene protocols to ensure these promote children's good health and keep them safe from cross contamination
- ensure risk assessments are robust and effective in identifying and minimising potential risk to children
- ensure the arrangements to support children who have special educational needs and/or disabilities, are appropriately shared with staff and are effective in providing children with the targeted support they need to catch up with their peers

On 15 September 2023, we received further concerns that the provider was not meeting some of these requirements.

On 21 September 2023, we carried out a regulatory telephone call. 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.

The provider is still registered with Ofsted.

Actions needed by 3 October 2023:

- ensure safeguarding policies and procedures are adhered to by all staff, including notifying the appropriate agencies without delay, when allegations are made against staff
- ensure those who have a lead responsibility for safeguarding are suitable and best placed to provide staff with the support, advice and guidance they need to keep children safe from harm
- ensure appropriate and swift action is taken to safeguard children when changes in staff suitability are identified.

On 5 October 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 and during the telephone regulatory call. We found that staff have improved their knowledge and understanding of child protection procedures and now fully understand their responsibilities. This includes identifying children of concern and action to take in the event of an allegation being made against another staff member. We found that supervision and practice monitoring arrangements have been reviewed and now provide staff with the support and professional development they need to support children's safety and learning. Staff feel more supported as a result. We found that the provider has taken appropriate action to ensure the deployment of staff meets the supervision and safety needs of children. This includes access to staff with a first aid qualification. Key person arrangements have been reviewed and improved. This ensures consistency for children, ensuring their need for emotional security is met. We found that risk assessment is now robust in identifying and minimising potential risk to children and that all areas of the setting are safe and suitable. We found appropriate action has been taken to ensure hygiene protocols are effective and promote children's health and well-being. We found that the provider has taken action to address weaknesses in the provision for children with special educational needs and/ or disabilities (SEND). This means that children who have gaps in their learning are now

receiving the support they need to catch up with their peers. The provider has also sought additional staff training to further support those who need it most. We also found that the provider has put appropriate procedures in place to ensure the ongoing suitability of all staff. The provider has taken the required action to meet the welfare requirements notices.

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](http://www.gov.uk/government/publications/early-years-provider-non-compliance-action-by-ofsted).