**Compliance action taken for childcare provision**

Ref: 2635216/6432361

Date: 22 June 2026

**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. Each setting is inspected individually, and parents should read their own setting's report to understand if it is meeting these requirements.

From September 2025, we received concerns following a serious safeguarding incident, which indicated that Bright Horizons Family Solutions Limited may not be meeting requirements relating to safeguarding and welfare. Bright Horizons Family Solutions Limited run 247 settings across England.

Between October 2025 and June 2026, we carried out regulatory activity across multiple Bright Horizons Family Solutions Limited settings nationally. This activity included inspections, regulatory visits, regulatory telephone calls and direct engagement with senior leaders. In some of these settings, we found that the provider was not meeting a number of the safeguarding and welfare requirements due to significant weaknesses in organisational safeguarding leadership, governance, oversight and practice. Where we identified breaches of requirements, we published the details of the breach, the action taken by Ofsted, and any action taken by the provider to put matters right. This is published on our website under the setting's name, either in inspection reports or outcome summaries. This ensures parents are aware of steps taken by the provider to address concerns.

We have served a Welfare Requirements Notice on Bright Horizons Family Solutions Limited. This is a legal notice that requires the provider to take the actions below within the timescales set out. These actions relate to organisational arrangements and do not reflect concerns identified at every individual setting. The majority of settings continue to meet requirements; however, the provider has not demonstrated that it can ensure safeguarding is consistently effective across its provision.

Actions needed by 1 August 2026:

- ensure that all senior leaders are fully familiar with, and are able to effectively apply safeguarding policies, procedures and arrangements within their oversight role
- ensure that safeguarding policies, procedures and arrangements are consistently and effectively implemented across all settings

- ensure that senior leaders, including the Nominated Individual, maintain accurate and timely oversight of safeguarding concerns and risks across the organisation, so that appropriate and timely action is taken to protect children
- ensure that safeguarding concerns are consistently identified, recorded, escalated and responded to appropriately across all settings, including consideration of emerging patterns and cumulative risk, in line with statutory safeguarding guidance
- ensure that the procedures to manage allegations against staff are consistently followed across the settings, including the timely and accurate identification and escalation of concerns, recognition of when concerns meet the threshold for an allegation, prompt referral to the Local Authority Designated Officer (LADO) and notification to Ofsted where required. Ensure these actions are subject to appropriate organisational oversight
- review and strengthen current arrangements for monitoring safeguarding training, supervision and support to ensure these are effective in securing consistent staff understanding and application of safeguarding responsibilities across all settings, including recognition of child protection concerns, escalation routes and whistleblowing procedures
- ensure that any weaknesses in staff knowledge or practise of safeguarding responsibilities are swiftly addressed, and that robust and effective systems are in place to monitor and evaluate the impact of training and supervision on safeguarding practice.

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