

Compliance action taken for childcare provision

Ref: 160645/5766459

Date: 29 July 2024

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 27 June 2024, the provider notified Ofsted of significant events which is a requirement of their, which is a requirement of their registration.

On 18 July 2024, we carried out a regulatory visit. We found there had been some breaches of these requirements. Some staff had not followed the settings safeguarding policies and procedures, and not all staff had a secure knowledge of the roles of other safeguarding agencies, including those with Designated Responsibility for Safeguarding (DSL). We also found that the deployment of staff does not consistently meet the needs of children, particularly babies. The provider had already started to take steps to meet these requirements, However, existing systems for monitoring the impact of training and development were not effective.

We also found the provider was not meeting the requirements in relation to the supervision of staff. We have issued actions for the provider to take. The provider will be able to give parents further information about this.

Action needed by 5 August 2024:

- support all staff to understand and consistently implement safeguarding policies and procedures, including the appropriate steps to take to report and escalate any concerns in line with the Local Safeguarding Children's Partnership procedures
- improve the knowledge of those staff with designated responsibility for safeguarding, and ensure that all staff are clear on the roles of other safeguarding agencies including Local Authority Designated Officer (LADO)
- improve the arrangements for monitoring the effectiveness of training and development provided to staff

- make arrangements for all staff to receive effective supervision, which provides them with opportunities to discuss any concerns, including those relating to safeguarding matters, and ensure any concerns are escalated appropriately, including historical disclosures, allegations and concerns
- maintain appropriate staff: child ratios to ensure that children's needs are consistently met.

On 9 August 2024, we carried out a telephone regulatory call with the provider. We found that the provider had provided staff with support to further develop their understanding of the providers safeguarding policies and how to implement these effectively. Those staff with designated responsibilities for safeguarding had received targeted support to help them understand the role of other safeguarding agencies. The provider has implemented a range of new measures to monitor the effectiveness of any training and support accessed by staff. In addition, staff have the opportunity to share any concerns or discuss sensitive issues through a range of supervision arrangements. The provider has also made changes to some of the childcare rooms to improve the supervision of children at key transition points in the day. Furthermore, they have re-issued guidance and expectations to the staff team in relation to staff deployment.

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.

