

Compliance action taken for childcare provision

EY426979/C301143

Date: 31/01/2017

Summary of outcome

On 28 November 2016, we received a notification from the provider, who also contacted the Designated Officer within the Local Authority. The notification means that the provider met their legal responsibility as set out in the early years foundation stage welfare requirements. This relates to suitable person; in particular how the provider ensures the suitability of all staff working with the children; safeguarding practice and policy; in particular the systems in place to ensure that children are safeguarded and protected; risk assessment; in particular how hazards are identified and minimised or removed to keep children safe from harm.

On 19 December we telephoned the provider to speak to them about the incident and find out the impact on children's safety and well-being. On the same day we also spoke to the other agencies involved.

On 24 January 2017, we followed this up with an unannounced visit. We found that the recruitment procedures are not robust because there is no way of checking staff's employment history. There are ineffective systems to identify if a member of staff is disqualified from working with children at the point of employment and during their employment. We also found that risk assessments had not been updated following information received by the provider. Although staff have attended safeguarding training, they are not secure in their knowledge and understanding of the procedures in place if an allegation is made against a member of staff. In addition the safeguarding procedure in place is not in line with the local safeguarding children's board as required.

Although not linked with the notification we found the deployment of staff does not meet the needs of children in the toddler and pre-school room, particularly during the lunchtime period.

Consequently, the provider is in breach of the requirements of the statutory framework for the early years foundation stage.

As a result, we issued a welfare requirements notice that asked the provider to:
implement robust systems to enable staff to disclose anything that may affect their suitability to work with children, including disqualifications through association (whether received before or during their employment at the setting)

improve the recruitment procedures in place, to ensure they are in line with safer recruitment including gaining sufficient information to check any gaps in employment history

ensure the deployment of staff meets the needs of the children to ensure their safety and well-being

ensure the safeguarding procedure is updated in line with the local safeguarding children's board

take all reasonable steps to ensure children are not exposed to risks and demonstrate how risks are managed; specifically with regard to the notification

train all staff to understand the safeguarding policy and procedures. This includes the action to be taken in the event of an allegation being made against a member of staff.

On 7 February 2017, we completed an unannounced visit to the premises. We found that the provider had taken sufficient action in order to meet the welfare requirement notice that had been issued.

The provider remains 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 commencing on the date we complete our investigation.

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 .