

Compliance action taken for childcare provision

EY442462/C222193

Date: 12/09/2014

Summary of outcome

On 11 August 2014 we received information that staff who had not undergone full recruitment procedures, including a police check and did not have appropriate qualifications, had moved to work at this provision. As a result, we needed to investigate to make sure that this setting was meeting the Early Years Foundation Stage safeguarding and welfare requirements; in particular the requirement relating to Suitable people that states that providers must record information about staff qualifications and the identity checks and vetting processes that have been completed (including the disclosure and barring service check, reference number and the date the disclosure was obtained and the details of who obtained it. In addition, the requirement regarding Safety and suitability of premises, environment and equipment that states premises must be secure, as we had previous concerns relating to security of premises at another provision we had visited owned by the same provider.

We conducted an unannounced visit on 12 August 2014. We found that all staff had been suitably vetted. However, the inspector was able to gain access to children unchallenged as the premises were not secure. This is a breach of the safeguarding and welfare requirement relating to Safety and suitability of premises, environment and equipment; in particular the requirement that states that premises must be secure. In addition staff were unclear about who the manager was and the person who stated that they were the lead practitioner, lacked experience and knowledge and could not provide evidence of their qualification. Staff also did not know who was responsible for safeguarding children. These are breaches of the safeguarding and welfare requirement that relates to Staff qualifications, training, support and skills and Child Protection. In particular the requirement that states the manager must hold at least a full and relevant qualification at level 3 and two years experience of working in an early years setting, or have at least two years' other suitable experience and the requirement that there should be a

designated practitioner to take lead for responsibility for safeguarding children. These breaches put children's safety and welfare at risk. The nominated person took immediate steps to rectify these breaches in specific legal requirements.

We returned to the setting on 13 August 2014 and found that the premises had been secured, meaning that no person who is unauthorised to do so can gain access to the children. The provider had put in place a suitably qualified and competent manager to ensure that children's needs are met and that the legal requirements of the Statutory Framework for the Early Years Foundation Stage are met. The manager has been designated to take the lead responsibility for safeguarding children in the setting. She had taken steps to make sure that all staff will be suitably trained to understand the safeguarding policy and procedures. As the provider had taken appropriate action and was meeting requirements in these areas, we took no further action relating to the breaches we found at our visit on the 12 August 2014. However, although it was not part of our original concerns, we found that there was no named deputy who is capable and qualified to take charge in the manager's absence.

As a result, we issued the provider with a notice to improve to ensure that there is a named deputy who is capable and qualified to take charge in the manager's absence.

We will monitor the providers action taken to meet this requirement. The provider remains suitable for registration.

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 [Ofsted's Enforcement Policy](#).