

Compliance action taken for childcare provision

EY280834/C230271

Date: 05/02/2015

Summary of outcome

On 20 October 2014 we received a notification from an outside agency relating to an injury sustained by a child who attended the nursery.

We carried out a visit to the nursery to follow up on the information to see whether the nursery was meeting the Early Years Foundation Stage (EYFS) welfare requirements relating safeguarding practice, general suitability matters, and training, support and skills. In particular, these include a requirement that states - Providers must train all staff to understand their safeguarding policy and procedures, and ensure that all staff have up to date knowledge of safeguarding issues. Training made available by the provider must enable staff to identify signs of possible abuse and neglect at the earliest opportunity, and to respond in a timely and appropriate way.

We interviewed the senior management team and other staff, we observed staff deployment across the nursery and also sampled required documentation to help assess the effectiveness of the organisation and practice. We found that staff are effectively deployed and systems are in place to evaluate practice. The provider had taken steps improve safeguarding procedures particularly in relation to referral procedures.

We also established that robust vetting procedures are not consistently followed, regular staff supervision is not conducted, and the designated safeguarding lead was not fully confident with her role and responsibilities. Therefore we issued the provider with a notice to improve which required the provider to:

ensure the practitioner with the designated lead for safeguarding has the knowledge and understanding to provide support, advice and guidance to any other staff on an ongoing basis, and on any specific safeguarding issue as required

make sure that all staff are appropriately vetted including obtaining an enhanced criminal records disclosure in respect of every person aged 16 and over who works directly with children

provide regular and effective supervision for practitioners which offers support, coaching and training and promotes the interests of children. Tailor the supervision so that it fosters a culture of mutual support, teamwork and continuous improvement, and encourages the confidential discussion of sensitive issues.

The provider took prompt and effective action to address the areas requiring improvement and has implemented systems to continue to review practice.

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](#).