

Compliance action taken for childcare provision

318614/C290162

Date: 19/08/2016

Summary of outcome

On 15 July 2016 we received a notification from the provider that there was an incident regarding the suitability of a member of staff. This notification means that the provider met their legal responsibility as set out in the Early Years Foundation Stage welfare requirements to notify Ofsted of any significant event which is likely to affect the suitability of any person who cares for children on the premises. We needed to investigate this information to see whether the setting was meeting the statutory framework for the early years foundation stage.

We carried out an announced visit to the premises and found that a member of staff had failed to let the provider know about issues that affected their suitability to work with children. Once the provider became aware of this issue she followed her disciplinary procedures to consider the member of staff's continued suitability. Although the provider showed some understanding of the disqualification requirements there was not enough emphasis on actively seeking clarification from staff about changes to their circumstances that may lead to them being disqualified. The provider told us that she has produced disqualification documents for all of the staff to sign so that she is able to assess whether they are disqualified from being employed in childcare and protect the children's welfare. She told us that the recruitment and selection policies have been considered and will be revised so that any new staff will have to disclose information that leads to them being disqualified.

Following our inspection, we sent the provider a notice to improve that asked them to, ensure that appropriate arrangements are put in place for the regular supervision of staff who have contact with children and families. Ensure that this encourages the confidential discussion of sensitive issues, in this instance to discuss events and changes to personal circumstances that may affect their suitability.

The provider told us that they had reviewed their recruitment and selection policies to ensure that they can capture information that a person is disqualified by association. Monthly management supervision sessions now includes direct questions to assess the on-going suitability of all members of staff and a staff meeting in September will remind staff of their obligations to keep management informed of any changes to their circumstances.

We are satisfied the provider took appropriate action and they remain 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 .