

Compliance action taken for childcare provision

EY254464/C301843

Date: 30/12/2016

Summary of outcome

On 6 December 2016, we received a complaint that raised concerns about the provider's ability to safeguard children. In addition, on 14 November 2016 we received information from the provider about an allegation they had received regarding staff suitability. We carried out an unannounced inspection where we looked at the concerns to see whether the provider was meeting the early years foundation stage requirements relating to child supervision, staff deployment, staff suitability and applying appropriate first aid in the event of an emergency.

We found that the provider was able to demonstrate a clear understanding of the type of information that needed to be shared with Ofsted and the reasons for this. Robust recruitment procedures are completed and ongoing suitability checks for staff are carried out. Following the visit however, it was identified that not all staff have a good enough knowledge and understanding of their responsibilities or the action that they must take should they have a child protection concern. They are not familiar with current legislation and guidance. In addition, we found that the newly appointed management team have identified some areas for improvement and are making changes, albeit slower than they had planned. However, this means that staff are not supported by supervision, coaching and training, in order for them to access effective professional development opportunities to improve their knowledge, skills and practice.

During the inspection we found when children change base rooms, staff do not share information about children's care and learning needs and these are not met. Staff generally managed children's behaviour in a positive manner. However, staff did not carefully supervise children or deploy themselves effectively to support children to learn how to keep themselves and other safe. In addition, we found that although there are staff with first-aid qualifications, they are not effectively deployed to respond to events in an emergency. Furthermore, attendance records are not accurately maintained. Following our inspection, we sent the provider a notice to improve that asked

them to: ensure deployment of staff is effective and that staff are able to respond to children's needs and interests and ensure they are safe at all times, ensure that all staff have a suitable knowledge and understanding of safeguarding procedures and are able to respond to any concerns, ensure staff's professional development needs are identified and met through ongoing support and training, so that they offer quality play experiences for children to enjoy, ensure children's attendance records are accurately recorded, ensure that each child is provided with challenging and enjoyable experiences that fully promote their next steps in all areas of learning so that they make good progress and to ensure that information is shared between staff so that children's learning is promoted at all times. 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 .