

## **Compliance action taken for childcare provision**

EY252728/C309660

**Date:** 10/05/2017

### **Summary of outcome**

On 14 March 2017, we received a notification from the provider in respect of a safeguarding allegation. This notification means that the provider met their legal responsibility to notify Ofsted of any allegations of abuse by any person looking after children at the premises. We needed to look into the information we received to see if the childcare provider was meeting the early years foundation stage safeguarding and welfare requirements relating to 'safeguarding', 'suitable people' and 'training, support and skills'.

We liaised with outside agencies and contacted the provider about the information they had shared with us. We completed an announced visit to the setting to discuss the notification and the action they had taken, following the safeguarding concerns having been raised. We found that the provider had taken action by; discussing whistle blowing with staff at staff meetings and reissuing the setting's whistle blowing policy and procedures to all staff; re-issuing staff with the setting's child protection policies; arranging for members of the management team to ask staff safeguarding questions as part of the daily routine. We found that some members of the management team and staff did not have a secure understanding of their safeguarding roles and responsibilities, in particular the correct procedures to follow if they had safeguarding concerns about a child or a member of staff. Some staff did not receive appropriate supervision in order to support their practice and documentation related to the supervision of some staff was not available for scrutiny. Parents were not always informed of significant incidents involving their child.

Although it was not part of the original notification, we found that Ofsted was not always notified of safeguarding allegations against staff. Procedures for ensuring the continued suitability of staff when safeguarding concerns were raised, were not always thorough.

Following our investigation, we issued the provider with a welfare requirements notice, which required them to: ensure all managers and staff have a secure understanding of their safeguarding roles and responsibilities and the correct procedures to follow if they have a safeguarding concern about a child or member of staff; make sure there are effective systems in place to ensure that people looking after children are suitable to fulfil the requirements of their roles, particularly in the event of there being any safeguarding concerns; ensure all managers and staff have a secure understanding of the early years foundation stage safeguarding and welfare requirements, in particular the need to notify Ofsted within 14 days, if there is a safeguarding allegation against a member of staff; ensure that documentation needed to support the safe and efficient management of the setting and to help meet the needs of all children, with particular regard to information relating to the supervision of staff, is accessible and available for scrutiny; ensure that parents are kept well informed about events their child has experienced, particularly any significant incidents involving their child; ensure there are effective procedures in place for the supervision of all staff who have contact with children and families, in order to support, coach and train each practitioner and promote the interests of children.

We completed an unannounced visit to see what action the provider had taken to meet the welfare requirements notice. We found that managers and staff had improved their understanding of the early years foundation stage safeguarding and welfare requirements. All staff had completed targeted training to improve their knowledge of safeguarding, and their roles and responsibilities. The provider had introduced new procedures and processes to ensure staff's suitability in the event of there being any safeguarding concerns. There were appropriate strategies in place to ensure parents were informed about any significant incidents involving their children. There were suitable arrangements for the supervision of staff and related information was available for inspection. We are satisfied with the action the provider has taken in respect of the welfare requirements notice and that no further action is required. 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](http://www.gov.uk/government/publications/early-years-provider-non-compliance-action-by-ofsted) .