

Compliance action taken for childcare provision

220292/C321788

Date: 30/08/2017

Summary of outcome

On 27 July 2017, we carried out an inspection which judged that the overall effectiveness of the setting was inadequate. Following the inspection, we issued a welfare requirements notice that asked the provider to take the following action to meet the requirements of the early years foundation stage:

- ensure there are sufficient staff deployed on the premises at all times to meet children's individual needs, make sure that children are adequately supervised and to meet the ratio requirements
- ensure that staff have an up-to-date knowledge of safeguarding matters including the 'Prevent' duty to effectively safeguard children
- implement effective recruitment systems to ensure that any person who has regular contact with children is suitable
- ensure that there is an effective key-person system to meet children's individual needs
- ensure that important records and information are readily available when required
- ensure that there is a robust induction procedure for new staff and a suitable programme of ongoing support for all staff, in order for them to fully understand their roles and responsibilities and the policies of the nursery
- ensure that teaching is monitored effectively and take action to raise the overall quality, promoting children's interests and ensuring children make at least good progress in their learning

We visited the provider on 23 August 2017. The inspector found that the provider has taken steps to meet most actions issued.

The inspector observed that staff: child ratios were met during the visit, and that staff were well-deployed to ensure that children were supervised. The manager has put new systems in place to make sure that the routines and

activities are organised to meet children's needs, and also make sure that they are well supervised during those activities. The key person system has been improved so that children who attend the holiday clubs are assigned a key person, and to ensure consistency of care when they attend. The manager has also taken steps to ensure that there are systems in place so that where children have any specific health needs, all staff are aware and can support those children appropriately.

We also found that the manager has made improvements to the recruitment and vetting processes in place to ensure that staff are suitable to work with children. The system is now much more robust. The induction of new staff has also been improved to ensure that staff are much clearer about their roles and responsibilities when they start at the setting. The manager has also worked with the local early years team to improve the systems in place for the supervision of staff. There is now a focus on monitoring the quality of staff teaching and practice within supervisions, although this is in its early stages and needs to be embedded further into practice.

We also found that the manager and provider have re-organised how important documents are stored, to ensure that they are more easily available for inspection, and for those who have a professional need to see those documents. The documents remain secure and confidential. We found however, that staff could not fully demonstrate a secure understanding of all safeguarding matters, because one member of staff had not completed all of their training in relation to the 'prevent' guidance. We also found through discussion that not all staff were fully secure in their understanding of some safeguarding matters such as how they would identify a child was at risk of extremism or female genital mutilation.

Following the visit, the inspector issued a further welfare requirements notice which asked the provider to:

ensure that staff have an up-to-date knowledge of safeguarding matters including the 'Prevent' duty to effectively safeguard children

We visited the provider, and found that they had taken appropriate action to meet the requirements. Discussions were held with staff who were able to demonstrate a clear understanding of safeguarding issues, including what would make them concerned that a child was at risk of extremism. They were clear about the process the need to follow if they have such concerns about a child in their care. We found that the recently implemented systems for monitoring staff practice and the quality of teaching had been further embedded into practice. The manager had plans in place for how she would

be monitoring practice on an ongoing basis.

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 .