Compliance action taken for childcare provision

Ref: EY276275/4341479

Date: 10 October 2019

Summary of outcome

All early years providers must meet the legal requirements in the 'Statutory framework for the early years foundation stage', which you can find at www.gov.uk/government/publications/early-years-foundation-stage-framework--2. If we find that a provider is not meeting the requirements, we can take action to ensure they put matters right. On the 24 September 2019 we conducted an inspection and compliance monitoring visit for the Welfare Requirements Notice (WRN) served on the 17 September 2019. We found that the provider had failed to take all necessary action to comply with the WRN. Therefore, we have served a fourth WRN.

Actions needed by 7 October 2019:

- ensure all staff have an understanding of government guidance, 'Working Together to Safeguard Children 2018' and wider safeguarding issues to keep children safe from harm
- demonstrate that effective procedures for staff recruitment and vetting have been followed to show how suitability has been assessed
- implement effective induction procedures for staff stepping up to management positions and ensure they have appropriate, training, skills and knowledge to undertake their role successfully
- ensure arrangements for monitoring the practice of staff and managers is effective and provides appropriate support, coaching and training to improve their skills and promote continuous improvement
- ensure that half of the baby room staff, including those in charge of the room, have suitable experience of working with young children and have received training that specifically addresses the care of babies
- take necessary steps to prevent the spread of infection and implement effective hygiene procedures for staff and children
- ensure the arrangements for serving food to the youngest children are hygienic and appropriate to their age and stage of development
- ensure toilet facilities are safe and fit for purpose.

On the 8 October 2019 we conducted a compliance monitoring visit for the Welfare
Requirements Notice (WRN) served on the 29 September 2019. We found that the provider had failed to take all necessary action to comply with the WRN. Therefore, we have served a fifth WRN.

Actions needed by 18 October 2019:

- Implement effective induction procedures for staff stepping up to management positions and ensure they have appropriate, training, skills and knowledge to undertake their role successfully.
- Ensure arrangements for monitoring the practice of managers is effective and provides appropriate support, coaching and training to improve their skills and promote continuous improvement.
- Ensure that half of the baby room staff, including those in charge of the room, have suitable experience of working with young children and have received training that specifically addresses the care of babies.