

Compliance action taken for childcare provision

EY437179/C317504

Date: 30/06/2017

Summary of outcome

On 14 June, we received a complaint that raised concerns about the wellbeing and safety of children in the nursery.

We needed to look into these concerns to see whether the provider was meeting the early years foundation stage welfare requirements relating to 'safeguarding and promoting children's welfare'. In particular, the requirement that states that 'providers are responsible for ensuring that children's behaviour is managed in an appropriate way'.

We carried out an unannounced visit to the setting, where we observed practice, looked at documentation and spoke to management and staff. We found that the arrangements in place for managing children's behaviour were appropriate.

Although it was not part of the original complaint, we found that arrangements for staff supervision were not fully in place. We also found that the manager did not have sufficient knowledge of the disqualification requirements; consequently the system in place to determine staff suitability was not thorough enough. Furthermore, the manager was unable to access required records.

As a result of our visit, we issued the provider with a notice of action to improve asking them to:

-put effective arrangements in place for staff supervision to promote opportunities for staff development and to encourage the confidential discussion of sensitive issues

-improve knowledge of the disqualification requirements and ensure the system in place to determine staff suitability is robust

-ensure that records are accessible and available for inspection.

Following our visit we received a notification from the provider to inform us that she had suspended two members of staff, as a result of concerns about their practice. We carried out another visit when the provider had concluded her investigation into the concerns raised. We were satisfied with the action taken regarding this matter. We also found that there were suitable systems in place for staff supervision and staff had improved their knowledge of the disqualification requirements.

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 .