

1244108

Bay Tree House (Gravesend) Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home provides care for up to three children. The home's statement of purpose states that it provides therapeutic care for children with learning needs, language and communication difficulties and/or autism spectrum disorder. Three children were living at the home at the time of the inspection.

The registered manager post has been vacant since 23 October 2023.

Inspection date: 26 March 2024

This monitoring visit

The purpose of this visit was to monitor the provider's progress in meeting the eight requirements that were made following the inadequate judgement at the full inspection on 5 and 6 February 2024.

Leaders have made significant progress in responding to the concerns raised at the previous inspection. There has been a review of the management monitoring and review systems. As part of this process, leaders have reviewed all care plans and risk assessments for children and ensured that they contain relevant and up to date information. These have been shared with staff who have read and signed to acknowledge they have read and understood them.

All permanent staff now have first aid training and bespoke training identified for all staff. This includes safeguarding, understanding children's behaviour, reporting and recording and how to support and understand children's emotions. This focus of training has been designed to expand staff skills when working with and building relationships with children.

Leaders have ensured that their expectations are well known to the staff. With a combination of supervisions, appraisals, team meetings and performance meetings, leaders have detailed the changes they want to make in the home. There is clear approach to safeguarding and whistleblowing practice and revised policies have been

shared with staff. When staff have not performed as leaders have wanted this has been immediately challenged.

Leaders have reviewed all recent incidents and where necessary have consulted with the local authority designated safeguarding officer. This has also been shared with Ofsted. To assist with monitoring safeguarding concerns, a new reporting system has been introduced. This now requires oversight by both the manager and the responsible individual.

To ensure that the progress of children can be fully understood, new outcome systems are in place. These prompt staff to help children to focus on certain goals and achievements. Leaders have completed training and role modelling with staff on how they would like conversations with children recorded, placing a greater focus on emotional well-being and support.

A full fire risk assessment has been completed and leaders have ensured that all actions have been responded to immediately.

Since the last inspection, the responsible individual has left the organisation. A new responsible individual has been appointed. Ofsted have not been formally notified of these changes. The manager in post has not yet applied to register with Ofsted.

While it is acknowledged that there has been progress made against all requirements, there has been insufficient time between inspections for staff to fully imbed some of the management changes that have been made. As a result some of the requirements are being repeated.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/02/2024	Full	Inadequate
10/01/2023	Full	Good
18/05/2021	Full	Good
12/06/2019	Full	Good

What does the children's home need to do to improve?

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, The Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'. The registered person(s) must comply with the given timescales.

Requirement	Due date
The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust; an understanding about acceptable behaviour; and positive responses to other children and adults. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— meet each child's behavioural and emotional needs, as set out in the child's relevant plans; help each child to develop and practise skills to resolve conflicts positively and without harm to anyone; communicate to each child expectations about the child's behaviour and ensure that the child understands those expectations in accordance with the child's age and understanding; help each child to understand, in a way that is appropriate according to the child's age and understanding, personal, sexual and social relationships, and how those relationships can be supportive or harmful; strive to gain each child's respect and trust; understand how children's previous experiences and present emotions can be communicated through behaviour and have the competence and skills to interpret these and develop positive relationships with children. (Regulation 11 (1)(a)(b)(c) (2)(a)(i)(iv)(v)(vi)(viii)(ix))	30 April 2024

The protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— assess whether each child is at risk of harm, taking into account information in the child’s relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; understand the roles and responsibilities in relation to protecting children; take effective action when there is a serious concern about a child’s welfare; that the home’s day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(v)(vi)(b))	30 April 2024
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children’s home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home’s statement of purpose; ensure that staff work as a team where appropriate;	30 April 2024

ensure that staff have the experience, qualifications and skills to meet the needs of each child; ensure that the home's workforce provides continuity of care to each child; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(b)(c)(e)(f)(h))	
The care planning standard is that children— receive effectively planned care in or through the children's home; and have a positive experience of arriving at or moving on from the home. (Regulation 14 (1)(a)(b))	30 April 2024

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 1244108

Provision sub-type: Children's home

Responsible individual: Post vacant

Registered manager: Post vacant

Inspector

Mark Newington, Social Care Inspector

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