

1257706

Gravitas Care Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home is run by a private organisation which provides care and accommodation for up to two children or young people. The children and young people require care to support their emotional difficulties.

The new manager registered in December 2020. She has the relevant experience to work with children and young people.

The recommendation made at the last inspection has not been reviewed at this visit. This will be checked at the next inspection.

This home was judged outstanding at the last full inspection in September 2019. At the interim inspection in March 2020, Ofsted judged the home as sustained effectiveness.

Inspection date: 2 February 2021

This monitoring visit

This visit was undertaken to address specific concerns received by Ofsted in relation to aspects of staff's safeguarding practice and working hours.

Staff are clear on how the children and young people are to be cared for and what measures to take in order to better protect them from harm. Staff have read and have access to all records, including the children's care plans and risk assessments. Individual risk assessments are detailed and reflect the children's needs.

In January 2021, the home experienced some staff shortages due to staff leaving, sickness and some taking annual leave. On occasion, some staff have worked long shifts to ensure that appropriate staffing levels are maintained to care for the children. This was a short-term solution. Nevertheless, it has presented some challenges for the staff team.

The staff rota indicates that the staffing levels have been maintained to provide one-to-one support to the children and young people. However, on occasions, the rota has not been kept up to date to reflect the staff working shifts at the home. This means that the stipulated staffing arrangements are not recorded accurately, or in line with the statement of purpose.

Most staff have undertaken essential and mandatory training, including safeguarding, first aid, child sexual exploitation and mental well-being. Nevertheless, two staff are not recorded as undertaking all mandatory training, including safeguarding and the administration of medication. This falls short of ensuring safe practice and that all staff have the crucial knowledge to undertake their duties and safeguarding procedures.

A staff recruitment drive has taken place and new staff have now commenced employment at the home. The manager indicated during the visit that she has dealt with some staff practice and conflict issues. However, action has been taken and the staff are now working together more consistently.

Changes have been made to implement the necessary COVID-19 (coronavirus) pandemic safety measures. This ensures that the children and staff are kept safe.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/03/2020	Interim	Sustained effectiveness
10/09/2019	Full	Outstanding
03/10/2018	Full	Requires improvement to be 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, 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 within the given timescales.

Requirement	Due date
The leadership and management standard are 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— ensure that staff work as a team where appropriate; ensure that staff have the experience, qualifications and skills to meet the needs of each child; ensure that the home has sufficient staff to provide care for each child. (Regulation 13 (1)(a)(b) (2)(b)(c)(d)) In particular, all staff administering medication must receive suitable training along with other essential mandatory training. Training records must be kept up to date. The staff rota must record all staff working on each shift and suitable staffing levels must be maintained in line with the home's statement of purpose.	28 April 2021

Recommendations

- The registered person should know that local authorities have a duty under section 22(3A) of the Children Act 1989 to promote the educational achievement of their children looked after, which includes, as set out in guidance, seeking a school or other education setting that is best suited to the child's needs. The local authorities' responsibilities as corporate parent apply wherever the child is placed. ('Guide to the children's homes regulations including the quality standards', page 27, paragraph 5.5)

In particular, ensure that the local authority responds in a timely manner to secure appropriate education provisions in line with each child's plan. In addition, ensure that personal education plans are promptly reviewed.

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: 1257706

Provision sub-type: Children's home

Registered provider: Gravitas Care Limited

Registered provider address: 99 Cragg Road, Mytholmroyd, Hebden Bridge, West Yorkshire HX7 5FB

Responsible individual: Post vacant

Registered manager: Diane Scowcroft

Inspector

Debbie Foster, Social Care Inspector

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