

1257706

Registered provider: Gravitas Care Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

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

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

Due to COVID-19 (coronavirus), at the request of the Secretary of State, we suspended all routine inspections of social care providers on 17 March 2020.

Inspection dates: 14 to 15 June 2021

Overall experiences and progress of children and young people, taking into account **good**

How well children and young people are helped and protected **good**

The effectiveness of leaders and managers **requires improvement to be good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 12 March 2020

Overall judgement at last inspection: sustained effectiveness

Enforcement action since last inspection: none

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

Inspection judgements

Overall experiences and progress of children and young people: good

Children are able to build trusting relationships with the staff, who provide them with the security and stability that they require.

The children's health and developmental needs are supported by the staff. The children have access to therapeutic support from the home's psychologist, which provides the children with an opportunity to talk about their feelings, worries and anxieties. This helps to promote good mental health and emotional well-being.

Staff are ambitious for the children and work with schools, virtual headteachers and special educational needs coordinators to ensure that the children engage in their education plans. As a result, the children's engagement in education is much improved from their point of admission to the home.

Staff support the children to share their views in weekly children's meetings and monthly consultations. The children are encouraged to choose what activities they would like to do and what they would like to eat, and to talk about changes they would like to see in their home. These opportunities enable the children to have a voice in their care plans, and also support them in building their self-esteem. Children told the inspector they feel valued and that the staff listen to them.

Children are supported to pursue their hobbies and interests, and to engage in positive activities. These include bowling, playing golf, accessing the gym, playing board games and going on walks. They also enjoy looking after some small pets. These activities help to create positive childhood memories, and assist with improving children's emotional well-being.

Staff promote the children's identity and cultural needs, and have supported the children to remain connected to their families. As a result, the children have been able to rebuild relationships with their family members.

Staff work in partnership with other agencies to progress the children's care plans and pathway plans. Staff have also supported the children in developing some independent living skills. However, professionals told the inspectors that this support and partnership work have not been consistent. This has led to some children having unplanned endings to their placements because their care plans and pathway plans have not been fully progressed and actioned.

How well children and young people are helped and protected: good

Staff access regular training, supervisions, daily handovers and monthly team meetings which support them in providing consistent routines, structures and boundaries for the children. This means the children receive continuity of care from an experienced staff team.

Staff have a good knowledge of the children's emotional and behavioural needs, and use de-escalation strategies to support the children to regulate their emotions. Consequently, there have been no physical interventions and the children have become more settled in the home.

Incidents of children going missing from care have reduced in number. However, when children go missing, staff follow policy and procedures to help reduce the risks to the children. Staff ensure that the children have return home interviews, and carry out key-work discussions with them. These discussions help the staff to find out information from the children which informs risk assessments and helps to reduce the risk of the children going missing.

There are good risk assessments and behavioural support plans in place, which are regularly reviewed and updated as the children's needs evolve. All risk assessments have management oversight and staff are able to follow these so as to protect children more effectively.

The children have one-to-one staffing, which enables them to feel safe and secure and build trusting relationships with the staff. This level of staffing provides the children with the structure that they require. As a result, the children experience predictability and know what to expect each day.

Staff use key-work sessions to support the children to understand risky and concerning behaviours. There are positive incentives and rewards in place to help the children to improve their behaviours and engage in their care plans. Professionals confirmed this and told the inspector the children are now more able to take part in their care planning meetings, and are making better decisions about their personal safety.

The effectiveness of leaders and managers: requires improvement to be good

The manager is ambitious for the children and is supported by a consistent staff team. However, the systems in place to monitor the effectiveness of the home, and make continuous improvements in the quality of care provided, are not yet effective.

Professionals said that the manager works in partnership with them to progress children's care. However, some professionals were concerned that the manager did not always follow one child's plan, which led to the child's placement ending at short notice. This resulted in the child not being fully prepared for semi-independent living at the point they moved on from the home.

The monitoring systems in place do not support the manager to have robust oversight of children's progress and staff practice. This means the manager is not fully able to demonstrate the impact of the care that is provided for children. There is development plan in place for the home, which is reviewed regularly by the manager. However, this record does not contain a clear action plan or provide

information which the manager could utilise to inform the quality of her regulation 45 reports. This means that the manager cannot be fully reassured that her monitoring and review systems are robust enough to enable her to make improvements to the service.

Staff are supported by the manager through regular supervisions, inductions and training. This helps to ensure that practice concerns are addressed promptly, in order to safeguard the children.

More positively, the manager works directly with the children and is accessible to her staff team. She has built good relationships with the children, and will advocate for them and escalate any concerns.

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 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; 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)(d)(e)(f)(h))	30 September 2021
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. In particular, the standard in paragraph (1) requires the registered person to ensure— that arrangements are in place to—	30 September 2021

manage and review the placement of each child in the home; and plan for, and help, each child to prepare to leave the home or to move into adult care in a way that is consistent with arrangements agreed with the child's placing authority. (Regulation 14 (1)(a)(b) (2)(a)(b)(ii)(iii))	
The registered person must complete a review of the quality of care provided for children ("a quality of care review") at least once every 6 months. In order to complete a quality of care review, the registered person must establish and maintain a system for monitoring, reviewing and evaluating— the quality of care provided for children; the feedback and opinions of children about the children's home, its facilities and the quality of care they receive in it; and any actions that the registered person considers necessary in order to improve or maintain the quality of care provided for children. After completing a quality of care review, the registered person must produce a written report about the quality of care review and the actions which the registered person intends to take as a result of the quality of care review ("the quality of care review report"). The registered person must— supply to HMCI a copy of the quality of care review report within 28 days of the date on which the quality of care review is completed; and make a copy of the quality of care review report available on request to a placing authority, if the placing authority is not the parent of a child accommodated in the home. The system referred to in paragraph (2) must provide for ascertaining and considering the opinions of children, their parents, placing authorities and staff. (Regulation 45 (1) (2)(a)(b)(c) (3) (4)(a)(b) (5))	30 September 2021

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, using the 'Social care common inspection framework'. This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with the Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'.

Children's home details

Unique reference number: 1257706

Provision sub-type: Children's home

Registered provider: Gravitass Care Limited

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

Responsible individual: David Ayres

Registered manager: Diane Scowcroft

Inspector

Noel Cooper, Social Care Inspector

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