

1260700

Brythan House Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home provides care and accommodation for up to three children or young people up to the age of 18 years. The home accepts children or young people on a planned basis. The children and young people accommodated at the home may have emotional and/or behavioural needs. A registered school is on site that children and young people can attend. The home's manager has been registered since the home opened in October 2017.

Inspection date: 17 December 2019

This monitoring visit

This monitoring visit took place to review progress in addressing compliance notices set at the last inspection.

Leaders have taken sufficient action since the last inspection. There have been improvements to the leadership of the home and to the ways in which young people are protected.

The registered manager and responsible individual have acknowledged that mistakes were made in relation to the management of a safeguarding matter. They have now improved their own safeguarding knowledge. They have also supported their staff to improve their understanding of how young people should be protected if there is a safeguarding incident. New and improved safeguarding procedures and a new staff competency framework have been put in place. Two new designated safeguarding staff have been appointed to lead on all safeguarding matters.

There are better links with the local authority designated safeguarding officer, and the organisation is now compliant with recommendations previously made by the local authority.

There have been improvements to recruitment processes. Staff who are responsible for recruitment have completed additional training. There is a new process to ensure that any concerning information is properly scrutinised and that a proper risk assessment is carried out.

Although staff knowledge of safeguarding is improved, managers have been reactive to events and have not yet produced a comprehensive improvement plan. Generally, improvement planning is basic. The specifics of what needs to be done, how it should be done and who will monitor and evaluate progress are not clear. There is the potential for drift at a time when continued improvement is essential.

The home's statement of purpose does not contain information about which of the education staff from the attached school work in the children's home. More work is needed to make sure that these staff are supervised and supported in line with the required standards for children's homes. There is not always a record that they have worked in the home. If a safeguarding investigation is needed in the future, records do not give an accurate account of who was on duty.

There are shortfalls to the maintenance of self-closing fire doors. Two fire doors were found to stick on new flooring and did not close properly. This has been overlooked for several weeks. One fire door was found to be propped open.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/11/2019	Interim	Declined in effectiveness
03/07/2019	Full	Good
22/11/2018	Interim	Sustained effectiveness
19/04/2018	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, 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— use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b)(2)(h))	30/01/2020
If the Regulatory Reform (Fire Safety) Order 2005(a) applies to the home— the registered person must ensure that the requirements of that Order and any regulations made under it, except for article 23 (duties of employees), are complied with in respect of the home. This is in relation to the self-closing fire doors. (Regulation 25 (2)(b))	30/01/2020
Schedule 4 sets out the other information that the registered person must keep in relation to a children's home. The registered person must— maintain in the home the records in Schedule 4; ensure that the records are kept up to date; and retain the records for at least 15 years from the date of the last entry. This is in relation to the staff roster. (Regulation 37 (1)(2)(a)(b)(c))	30/01/2020

The registered person must ensure that all employees— undertake appropriate continuing professional development; receive practice-related supervision by a person with appropriate experience; and have their performance and fitness to perform their roles appraised at least once every year. This is in relation to the education staff from the school who also work in the children's home. (Regulation 33 (4)(a)(b))	30/01/2020
The registered person must compile in relation to the children's home a statement ("the statement of purpose") which covers the matters listed in Schedule 1. This is in relation to the education staff from the school who also work in the children's home. (Regulation 16 (1))	30/01/2020

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: 1260700

Provision sub-type: Children's home

Registered provider: Brythan House Limited

Registered provider address: 2 Merus Court, Meridian Business Park, Leicester LE19 1RJ

Responsible individual: Jennifer Collighan

Registered manager: Fiona Muddle

Inspector

Caroline Brailsford, social care inspector

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