

1260700

Registered provider: Brythan House Limited

Interim inspection

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 or young people accommodated at the home may have previously experienced emotional and/or behavioural issues. There is a registered school 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: 18 November 2019

Judgement at last inspection: Good

Date of last inspection: 3 July 2019

Enforcement action since last inspection: None

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged good at the last full inspection.

At the interim inspection, Ofsted judges that it has declined in effectiveness.

Inspectors were aware during this inspection that serious child protection concerns were being investigated in consultation with appropriate safeguarding authorities. While Ofsted does not have the power to investigate allegations of this kind, actions taken by the setting in response to the concerns were considered alongside other evidence available at the time of the inspection, to inform inspectors' judgements.

The actions taken by staff and managers in response to safeguarding concerns have

been poor. Staff and managers have not followed their own or the local area safeguarding procedures effectively. Staff have failed to pass concerns promptly to their managers. Managers have failed to pass concerns promptly to safeguarding agencies. This means that opportunities to protect children from potential harm were missed.

Concerns first emerged in November 2018. Although managers initiated their own investigation, the concerns were not shared with the designated officer for safeguarding until October 2019. This means that the designated officer was unable to approve, oversee or monitor the investigation. Furthermore, managers did not recognise that, by carrying out their own investigation, future investigations undertaken by appropriate authorities could be compromised.

Managers did not inform Ofsted about the emerging concerns until October 2019. This limits the ability of Ofsted to carry out its regulatory functions.

When concerns were reported to the designated officer, the provider was asked to commission an investigation. However, managers did not initially follow the advice provided by the designated officer in relation to ensuring that the investigation was independent and rigorous. A person employed by the organisation and reporting to the responsible individual was asked to investigate. This person did not have sufficient knowledge, experience or expertise to carry out such an investigation. A more appropriate person has now been appointed.

Staff have received safeguarding training. However, this has not equipped them with the level of expertise that they need to protect this vulnerable group of young people. For example, during this inspection one staff member was very unclear about what they should do if they were to identify safeguarding concerns. They demonstrated a poor understanding of safeguarding procedures.

Staff supervision has not been effective. Staff have not had regular opportunities to discuss safeguarding issues with their manager. For example, one staff member has not had supervision for three months. Leaders have not satisfied themselves that staff have a good understanding of safeguarding procedures.

The standard of recruitment practice, noted at the last inspection, remains poor. Staff have been allowed to work at the home without rigorous evaluation of any issues that have emerged in pre-recruitment vetting.

The organisation's independent visitor has evaluated and reported on safeguarding matters in the home. However, managers have not used the independent visitor's reports to improve safeguarding arrangements. For example, a recent recommendation about safeguarding matters has not been acted on.

There are some examples of young people making good progress. Staff try hard to make sure that young people feel valued and that they can develop a sense of belonging. Even when the circumstances are difficult, staff plan a positive ending to each young person's placement.

Incidents of challenging or disruptive behaviour are managed well. Staff are skilled at working with children who are unable to regulate their emotional responses. When restraint has been necessary, staff have acted proportionately. Practice is monitored well by managers to ensure that restraint only takes place when absolutely necessary.

There is careful consideration of any new young person coming to the home. Other young people are well prepared so that the young person feels welcomed by them. Good admission processes enable children to settle into the home quickly and make progress from an early stage.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
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 registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only— employ an individual to work at the children's home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3).	15/12/2019

The requirements are that— the individual is of integrity and good character; and full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1)(2)(a)(b)(3)(a)(d))	
*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— 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 that are assigned to them by the registered person; and take effective action whenever there is a serious concern about a child's welfare. (Regulation 12 (1)(2)(a)(iii)(v)(vi))	15/12/2019
*The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— 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 have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(b)(2)(a)(c))	15/12/2019
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.	15/12/2019

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)) This is with particular reference to ensuring that managers act promptly to address recommendations made by the independent person.	
The registered person must notify HMCI and each other relevant person without delay if— a child is involved in or subject to, or is suspected of being involved in or subject to, sexual exploitation; there is an allegation of abuse against the home or a person working there. (Regulation 40 (4)(a)(b)(c)(d)(i)(ii)(e))	15/12/2019

* These requirements are subject to a compliance notice.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

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: 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

Inspectors

Caroline Brailsford, social care inspector
Simon Hunter, social care inspector

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