

1264756

Registered provider: Impact For Change Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is part of a small organisation. The home is registered to care for up to two children.

Since the last visit, the registered manager has resigned. A new manager has been recruited and her application to register with Ofsted is in process.

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.

We last visited this setting on 17 November 2020 to carry out a monitoring visit. The report is published on our website.

Inspection dates: 9 to 10 June 2021

Overall experiences and progress of children and young people, taking into account	inadequate
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How well children and young people are helped and protected	inadequate
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The effectiveness of leaders and managers	inadequate
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There are serious and/or widespread failures that mean children are not protected or their welfare is not promoted or safeguarded.

Date of last inspection: 10 January 2020

Overall judgement at last inspection: Requires improvement to be good

Enforcement action since last inspection:

On 7 October 2020, an assurance visit took place due to increased concerns that the welfare of the child living at the home was not being safeguarded and promoted.

Following this visit, one compliance notice was issued. The compliance notice related to Regulation 13: the leadership and management standard.

On 17 November 2020, a monitoring visit took place to review the compliance notice. Inspectors found that leaders and managers had taken sufficient action to address the requirements of the compliance notice.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/01/2020	Full	Requires improvement to be good
18/09/2019	Full	Inadequate
19/03/2019	Interim	Declined in effectiveness
05/06/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: inadequate

The registered provider decided to place two children into this home when it did not have a registered manager. The organisations director was overseeing the running of the home from October 2020 to March 2021 when a manager was appointed.

One of these children's experiences in this home are inadequate, and he is not being supported to make good progress. This child is not safeguarded from the risk of harm and exploitation, and his health needs are not met. Leaders and managers allow the child to spend considerable time each day away from the home; staff do not know where he is or who he is with. The child has been found in possession of unaccounted for money and of drug paraphernalia. Leaders and managers share their concerns about this with the local authority and safeguarding agencies, but insufficient action has been taken to mitigate the risks.

Staff do not instil good parenting boundaries and expectations. Because one child is out of the home for several hours each day, staff do not ensure that he eats regular meals that are healthy and nutritious. He often eats late at night. In addition, leaders and managers have not ensured that a clear plan is in place to support the child to engage in drug and alcohol cessation programmes.

The education arrangements for one child are inadequate. These are limited to 19 hours per week. His involvement in this timetabled provision is limited, and his attendance is minimal. Not enough is being done to support the child to engage in education or training. The manager has not been successful in escalating her concerns with the education providers. As a result, the child's educational needs are not being met.

Another child has made steady progress since living at this home. He has completed formal education, and is being supported to identify and secure a place at a further education provision. His progress since living at the home full time is recognised and is celebrated by the staff. The child's progress and activities that he has engaged in are well documented. These records will provide the child with positive memorabilia of his time living at the home.

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

The provider has failed to safeguard one child in their care who is at risk of harm and of exploitation. A free time plan agreed with the local authority has resulted in this child spending too much unstructured and unsupervised time away from the home. Staff maintain telephone contact with him but as they are not expected to complete welfare checks, they do not know where or who he is with. The child has been involved in high risk anti-social and criminal activities. Staff have not taken sufficient action to disrupt these activities and to prevent them from happening

again.

The manager has shared her concerns about this child with a range of safeguarding agencies, and regularly attends multi-agency strategy meetings to review the concerns. Despite this positive approach, actions arising from the meetings are ineffective. There is no agreed safety plan in place for staff to manage this child's time outside of the home or to mitigate the risks he faces.

Risk assessments, care plans and behaviour management plans are in place for both children, and are regularly reviewed. Despite this, the plans for one child do not accurately reflect the severity of the risks or safety measures to protect the child from harm or exploitation. As a result, staff are not responding well enough to safeguard the child.

The effectiveness of leaders and managers: inadequate

The provider is failing to operate the home in accordance with the children's home regulations and to ensure that all staff protect and promote each child's welfare. The statement of purpose makes it clear that children are to receive 'good enough parenting' in a 'safe family environment'. This aim is not being achieved for one child.

Since the home's registration in 2017, this home has had four different registered managers. Inspection history since registration is weak, and enforcement action has been taken previously. Neither the provider nor the leaders and managers have taken sufficient action to consistently improve the poor performance of this home.

All staff are compliant with basic mandatory and specialist training. Despite this, the providers' training is not effective. Staff do not apply their learning in practice. The staff's understanding of their role and responsibilities to safeguard children is poor. The staff are failing to demonstrate sufficient professional curiosity about one child's whereabouts and well-being when he is away from the home. As a result, the child's needs are not being met, and he is not being safeguarded.

Since the last inspection, a new manager has been appointed who is in the process of applying to register with Ofsted. Since her appointment, she has recruited four new staff. Safer recruitment practices are maintained and ensure children are looked after by staff who are assessed as safe. Children are now provided with continuity of care.

The new manager's monitoring of staff practice and daily records is effective. She has taken appropriate action to address inappropriate and unprofessional practice.

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 quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; and use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— understand and apply the home's statement of purpose; ensure that staff— understand and apply the home's statement of purpose; protect and promote each child's welfare; and provide personalised care that meets each child's needs, as recorded in the child's relevant plans, taking account of the child's background. (Regulation 6 (1)(a)(b) (2)(a)(b)(i)(ii)(iv)) In particular, review the free-time arrangements currently in place to ensure children are engaged in age-appropriate activities and that care provided accurately reflects the level of risk and concern about exploitation children are exposed to.	9 July 2021
The education standard is that children make measurable progress towards achieving their educational potential and are helping to do so. In particular, the standard in paragraph (1) requires the registered person to ensure—	30 July 2021

that staff help each child to achieve the child's education and training targets, as recorded in the child's relevant plans; support the child's learning and development, including helping the child to develop independent skills and, where appropriate, helping the child to complete independent study; and understand the barriers to learning that each child may face and take appropriate action to help the child to overcome such barriers. (Regulation 8 (1) (2)(a)(i)(ii)(iii)) In particular, ensure care staff work closely with education staff to promote the attendance and engagement of children in education.	
The health and well-being standard is that— the health and well-being needs of children are met; children receive advice, services and support in relation to their health and well-being; and children are helped to lead healthy lifestyles. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff help each child to— achieve the health and well-being outcomes that are recorded in the child's relevant plans; understand the child's health and well-being needs and the options that are available in relation to the child's health and well-being, in a way that is appropriate to the child's age and understanding; take part in activities, and attend any appointments, for the purpose of meeting the child's health and well-being needs; and understand and develop skills to promote the child's well-	9 July 2021

being. (Regulation 10 (1)(a)(b)(c) (2)(a)(i)(ii)(iii)(iv)) In particular, ensure children are supported to maintain a nutritionally balanced diet, and identify supporting agencies that will help staff and children to understand the impact and effects of alcohol and substance misuse.	
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 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)(i)(ii)(iii)(v)(vi)) In particular, ensure a safety plan is in place for a child who is thought to be at risk of harm and/or exploitation, and ensure that when children spend time in the community, staff know where children are and who they are with, and ensure that staff are able to engage children with effective behaviour management strategies, and that boundaries and expectations are clear and achievable.	9 July 2021
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children’s home that—	30 July 2021

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; and understand the impact that the quality of care provided by 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. (Regulation 13 (1) (2)(a)(f))	
The registered person must— keep the statement of purpose under review, and where appropriate, revise it; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (3)(a)(b))	9 July 2021

* These requirements are subject to a compliance notice.

Recommendation

- The registered person should ensure that staff are familiar with the home’s policies on record-keeping, and understand the importance of careful, objective and clear recording. Staff should record information on individual children in a non-stigmatising way that distinguishes between fact, opinion and third-party information. Information about the child must always be recorded in a way that will be helpful to the child. In particular, ensure that the recording of incidents is factually accurate, clear and concise. (‘Guide to the children’s homes regulations including the quality standards’, page 62, paragraph 14.4)

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: 1264756

Provision sub-type: Children's home

Registered provider: Impact For Change Ltd

Registered provider address: Canns Down Press, Beaford, Winkleigh, Devon
EX19 8LZ

Responsible individual: Mark Parker

Registered manager: Post vacant

Inspector

Sharron Escott, Social Care Inspector

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