

1264756

Impact For Change Ltd

Monitoring visit

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.

The manager was registered with Ofsted in August 2020.

Inspection date: 17 November 2020

This monitoring visit

At the assurance visit on 7 October 2020, it was assessed that the welfare of the child living at the home was not being safeguarded and promoted. A compliance notice under regulation 13: the leadership and management standard was issued. This monitoring visit was undertaken to review the action taken by the provider to comply with the notice.

Following the assurance visit, senior leaders and the registered manager provided Ofsted with a plan documenting the action that they proposed to take to safeguard the child and remedy the weaknesses.

Leaders and managers have taken sufficient action to meet compliance. However, despite the improvements, weaknesses remain. This particularly relates to the management of risk and managers visiting the home.

Leaders and managers have ensured that the core staff who are in day-to-day charge of the home have completed the organisation's induction programme and basic mandatory training. Following this, leaders and managers have reviewed the core staff's suitability and assessed that they now have the skills and experience to work alone with the child. This means that the child is now being looked after by staff who are trained to meet and respond to his needs.

Leaders and managers have strengthened the processes and procedures that provide support for staff who work alone. They have introduced an on-call rota specifically for the home. This means that staff who work alone know who is supporting them. On-call managers maintain regular contact with the staff working at the home by telephone communication as well as visiting the home out of hours. Despite this improvement, leaders and managers have not ensured that a record is maintained that details when managers have visited the home and for what reason.

Leaders and managers have reviewed the home's lone working risk assessment. Despite this, leaders and managers have not risk assessed what actions staff need to take when managing a significant behavioural incident or if the child makes an allegation.

Overall, progress has been made in relation to the weaknesses identified at the assurance inspection. The weaknesses identified were discussed with the director and deputy manager during the monitoring visit. The remaining requirements will be reviewed at the next full inspection.

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

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
6: The quality of care standard 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; 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— ensure the staff— protect and promote each child's welfare; treat each child with dignity and respect. (Regulation 6 (1)(a)(b) (2)(ii)(iii)) This particularly refers to ensuring that the staff provide nurturing and consistent care to all children who live in the home.	31/12/2020
10: 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; children are helped to lead healthy lifestyles. (Regulation 10 (1)(a)(b)(c))	31/12/2020

In particular, ensure that children eat a healthy, nutritious and balanced diet.	
11: The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust; an understanding about acceptable behaviour; and positive responses to other children and adults. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— meet each child’s behavioural and emotional needs, as set out in the child’s relevant plans; help each child to develop socially aware behaviour; encourage each child to take responsibility for the child’s behaviour, in accordance with the child’s age and understanding; help each child to develop and practise skills to resolve conflicts positively and without harm to anyone; communicate to each child expectations about the child’s behaviour and ensure that the child understands those expectations in accordance with the child’s age and understanding; help each child to understand, in a way that is appropriate according to the child’s age and understanding, personal, sexual and social relationships, and how those relationships can be supportive or harmful; help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship; strive to gain each child’s respect and trust;	31/12/2020

understand how children's previous experiences and present emotions can be communicated through behaviour and have the competence and skills to interpret these and develop positive relationships with children; are provided with supervision and support to enable them to understand and manage their own feelings and responses to the behaviour and emotions of children, and to help children to do the same; de-escalate confrontations with or between children, or potentially violent behaviour by children; understand and communicate to children that bullying is unacceptable; and have the skills to recognise incidents or indications of bullying and how to deal with them. (Regulation 11 (1)(a)(b)(c) (2)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(ix)(x)(xi)(xii)(xiii))	
12: The protection of children standard 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— help each child to understand how to keep safe; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare. (Regulation 12 (1) (2)(a)(ii)(v)(vi))	31/12/2020
37: Other records Schedule 4 sets out the other information that the registered person must keep in relation to a children's home.	31/12/2020

The registered person must— maintain in the home the records in Schedule 4. (Regulation 37 (1) (2)(a)) In particular, ensure a record of all visitors to the home, and to the children, including the name of the visitors and the reason for the visit.	
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Recommendations

- 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. ('Guide to the children's homes regulations including the quality standards', page 62, paragraph 14.4) In particular, ensure that the recording of incidents is factually accurate, clear and concise.

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: 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: John Haram

Inspector

Sharron Escott, social care inspector

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