

1269565

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This purpose-built home is designed to accommodate and support four children with autism spectrum disorder, learning disabilities and associated challenging behaviours.

The post for a registered manager has been vacant since 27 May 2020 and a complete application has not yet been received. The deputy manager has been overseeing the service since January 2021.

Inspection date: 26 May 2021

This monitoring visit

This visit was undertaken in response to a complaint received by Ofsted on the 20 May 2021. The visit also evaluated the home to ascertain whether any progress has been made since the last monitoring visit on 26 January 2021.

The complaint received by Ofsted primarily raised concerns about a lack of consistency and communication between the school and the home, which has led to welfare concerns for the children.

The issues included: inappropriate staffing levels; inadequate staff training, or no record of training undertaken; recruitment checks not fully completed; inappropriate storage of medication; and restraint practices not being followed.

The visit had a blended approach with both on-site and off-site activities. Feedback was received from children, parents, social workers and staff.

The home is situated within a school and all the residential children attend the school. The headteacher of the school is also the responsible individual for the home.

The deputy manager has an ambitious vision for the care and well-being of the children in the home. Children have an influence on the practice in the home.

Children have a one-page profile written for them which details information about likes and dislikes, how they behave when they are upset, and how the staff should respond. Information presented in this way brings children to the forefront of practice.

Restraints are used minimally at this home. Staff prefer to redirect a child's attention and offer them space or a distracting activity to prevent challenges from escalating. However, staff are inconsistent in their understanding of some of the restrictive practices and this requires more management oversight.

Any incidents or accidents that occur in the home are documented and lead to conversations with the team, the child and their network. Information is shared with parents and the appropriate agencies. Learning and reflection take place within the team to prevent the situation reoccurring in the future.

Medication protocols have improved. There is a clear system for ensuring that the correct medication, at the required dosage, is given to the right child. This ensures that children receive appropriate care that is adapted for their specific needs.

Communication between the school and the home is not yet consistent nor does it prioritise children's experiences. Managers advocate for clear processes when working with the school to support children's welfare.

The number of staff working with children has reduced and a rolling rota allows for better consistency and planning. Children are cared for by people who they know, and they are able to build trusted relationships.

Leaders and managers ensure that school staff working in the home alongside their own core team receive regular supervision, attend team meetings and are committed to completing the required level 3 diploma qualification. However, managers do not ensure that they have seen school staff references or that they have completed the introductory training prior to working in the home.

Staff morale in the home has increased significantly due to clarity in expectations. Staff commented on the building feeling 'like a home'. This means that children are being cared for by a committed, enthusiastic and interested staff team.

One previous requirement in relation to the responsible individual was not considered at this visit and will be restated. Other requirements have been met and have been removed. There are four additional requirements as a result of this visit. These relate to recruitment, training, educational advocacy, and restraint practice.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/12/2019	Interim	Sustained effectiveness
22/08/2019	Full	Good
11/02/2019	Interim	Sustained effectiveness
14/11/2018	Full	Requires improvement to be 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
A responsible individual must— have the capacity, experience and skills to supervise the management of the home, or the homes, in respect of which the responsible individual is nominated. (Regulation 26 (7)(b)) Specifically, the responsible individual, who oversees the management of the home, must understand the duties and responsibilities of their role under the Children's Homes (England) Regulations 2015.	29 October 2021
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; if the individual satisfies the requirements in paragraph (3). The requirements are that— the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; 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) (3)(b)(d)) Specifically, this in relation to ensuring that all the required information under schedule 2 is seen and recorded for each staff member prior to them commencing work in the home.	29 October 2021
The registered person must—	29 October 2021

ensure that each employee completes an appropriate induction. (Regulation 33 (1)(a)) Specifically, this is in relation to ensuring that all staff have a clear and consistent foundation from which to care for children in the home.	
The registered person must prepare and implement a policy ("the behaviour management policy") which sets out— the measures of control, discipline and restraint which may be used in relation to children in the home. (Regulation 35 (1)(b)) Specifically, this relates to ensuring that staff are consistent in their practices to control and restrain a child according to relevant professional plans, agreements and orders.	29 October 2021
The education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— help each child to attend education or training in accordance with the expectations in the child's relevant plans; and that each child has access to appropriate equipment, facilities and resources to support the child's learning. (Regulation 8 (1) (2)(a)(x)(b)) Specifically, this relates to ensuring that the registered person advocates that children attend school and offer practical support, if required, to do so.	29 October 2021

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: 1269565

Provision sub-type: Children's home

Responsible individual: Freddie Adu

Registered manager: Post vacant

Inspector

Tolulope Sawyerr, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit

www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2021