

1272461

Registered provider: Area Camden Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home provides care for up to four children with social and emotional needs.

The home was registered in February 2018. A new manager has been in post since 4 September 2023 and has submitted an application to register with Ofsted.

At the time of the inspection, one child was living in the home.

Inspection date: 5 January 2024

This monitoring visit

This monitoring visit was undertaken to monitor the home's progress against a compliance notice under regulation 12, the protection of children standard, of the Children's Homes Regulations (England) 2015, which was issued on 1 December 2023. This compliance notice was issued as a result of an assurance inspection undertaken on 27 November 2023 in response to an allegation that a serious incident had occurred at the home. The assurance inspection identified widespread concerns in relation to the care and protection of children.

Leaders and managers have worked diligently since the assurance inspection. In response to the compliance notice, they have been working to a detailed action plan, and progress is evident.

Leaders and managers have reviewed their recruitment processes to ensure that there are robust procedures to assess the suitability of staff to work with children. For example, they have clear expectations in relation to references and improving practice in staff interviews to determine their motivation and abilities to work with children.

Leaders and managers have reviewed and strengthened their induction policy to ensure that staff receive relevant levels of support, mentoring, supervision and training to enable them to meet the needs of the children in their care. A revised

assessment process has been put in place for staff to demonstrate clear competencies to care for children.

Leaders and managers have strengthened their lone working policy, specifically assessing whether individual staff have the relevant training and experience to work on their own with individual children. This helps to make safer arrangements for children, to help keep them safe.

Staff complete meaningful key-work sessions with children that are focused on their needs, previous experiences and worries. Recent key-work sessions have positively focused on children's histories, their understanding of their past experiences and its impact on their current circumstances. These sessions are sensitively recorded and reflect children's lived experiences.

Leaders and managers have used staffing profiles, which identify staff's experience and training to help ensure that there are always a sufficient number of suitably experienced staff on shift to meet the needs of children in their care.

Children's risk assessments and behaviour support plans are consistently updated when there are significant events or incidents affecting children. These reflect children's changing circumstances and identify appropriate actions, including necessary further work to help keep children safe and to understand the reasons for any inappropriate behaviour.

Children have specific plans to identify the actions to be taken when children go missing from the home. However, these individualised plans do not sufficiently clarify the actions required when children are missing. In particular, plans do not include the time frames that certain actions need to be completed in to help keep children safe.

Staff and managers receive regular supervision. However, supervision is focused on case records and management tasks and does not sufficiently discuss the needs of the children or staff practice. This means there is insufficient management oversight of the quality and the impact of care that children receive.

The provider has met the compliance notice. Two recommendations have been made as a result of this monitoring visit.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
02/08/2023	Full	Outstanding
15/02/2023	Full	Good
02/03/2022	Full	Outstanding
28/01/2020	Full	Good

What does the children's home need to do to improve?

Recommendations

- The registered person should specify the procedures to be followed and the roles and responsibilities of staff when a child is missing from care or away from the home without permission and how staff should support the child on return to the home. In particular, staff should follow the home's set protocols for individual children and work to this guidance when reporting children as missing from home to the police and local authority. ('Guide to the Children's Homes Regulations, including the quality standards', page 45, paragraph 9.28)
- The registered person should ensure that they have systems in place so that all staff, including the manager, receive regular supervision of their practice from an appropriately qualified and experienced professional which allows them to reflect on their practice and the needs of children assigned to their care. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 13.2)

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: 1272461

Provision sub-type: Children's home

Registered provider: Area Camden Limited

Registered provider address: Malvern View, Hanbury Road, Stoke Prior,
Bromsgrove B60 4AD

Responsible individual: Joanne Capuano

Registered manager: Post vacant

Inspector

Andy Whippey, Social Care Inspector

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