

# 1277726

Registered provider: Kisimul Group Ltd

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is privately owned and provides care for up to six children with severe learning disabilities. The home was registered in July 2018.

The home has been without a registered manager since August 2022.

### Inspection dates: 6 and 7 February 2023

**Overall experiences and progress of children and young people,** taking into account **good**

How well children and young people are helped and protected **good**

The effectiveness of leaders and managers **requires improvement to be good**

The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** 5 October 2021

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|----------------------|
| 05/10/2021      | Full            | Good                 |
| 10/12/2019      | Full            | Good                 |
| 06/03/2019      | Full            | Good                 |

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Children with learning disabilities, including autism spectrum disorder, benefit from established routines that are thoroughly embedded in their daily lives. Staff have effective and well-established working relationships with external professionals from school and health services. This means that children are helped to settle and make progress in several areas of their lives and receive the services they need to make progress.

External professionals and parents are confident in the care provided to the children. They say children make progress. When older children are planning to move on to an adult care provision, there is increased focus on these children learning the required independent living skills. This helps the children to go on and achieve in their lives.

Children are encouraged to take part in exciting activities at the home and in their community. Changes to the home environment mean that children can now enjoy painting and other creative activities in a dedicated room. Children have enjoyed pampering sessions in the home and one child chose to go to a theme park with a friend to celebrate their birthday.

Staff consistently follow children's care and communication plans. For example, when children need extra help with independent eating, resources are readily available. This means children increase their skills and reduce dependence on others. When children require aids to help them communicate their views, wishes and feelings, electronic devices are freely available.

Staff support children to personalise their bedrooms, so that rooms reflect the children's individual tastes and interests. However, in some children's bedrooms, minor improvements to decor would enhance children's living experiences. This does not detract from a warm and inviting home environment.

### **How well children and young people are helped and protected: good**

The children's individual risk assessments provide staff with guidance on how to reduce and manage children's risks and vulnerabilities. Because the staff know the children so well, they can identify potential risks and triggers and take action to keep children safe.

Staff have not had to resort to restraining children. Staff receive training on how to work effectively with children to avoid the need for restraint. Annual refresher training ensures that the knowledge and skills of staff remain up to date. The staff use a variety of strategies to lower children's anxieties. This includes using social stories with children to help them understand their feelings and emotions and supports them to start to self-regulate powerful emotions.

Children do not go missing from care. However, managers and staff are not complacent. Staff have access to detailed information which describes what action they must take if children do go missing. Additionally, this provides crucial information to share with the police and other safeguarding agencies if this is required. This helps to keep children safer.

Managers have ensured that children can see an independent advocate each month. Advocates have skills in using non-verbal communication methods to seek the children's views, wishes and feelings. This independent overview strengthens the safeguarding culture in the home.

### **The effectiveness of leaders and managers: requires improvement to be good**

The previous registered manager left in August 2022. The new manager has been in post for a short time. They are in the process of applying to be registered with Ofsted. In this intervening period, the home has been led by deputy managers, with oversight from the responsible individual. This has been a challenging period, and the home is looking forward to a period of stability with the new manager.

Staff shortages have affected the experiences of children and staff morale. Staff vacancies have continued to be covered by temporary staff, sometimes from one of the provider's settings that looks after adults. Other vacancies have been covered by staff from independent agencies. Staff say that this is improving, with the staff team becoming more consistent, leading to better staff morale.

Leaders and managers have failed to ensure that all staff receive regular supervision. Temporary staff covering shortages have not had the opportunity for formal supervision. This means that opportunities may have been missed to share safeguarding concerns, and for staff competency to be formally monitored by the manager. However, established staff receive regular and effective supervision meetings.

Managers have ensured that there is a safe medication administration process. Staff are confident in the processes and know what to do if a mistake is made. However, not all staff have undertaken the required training. Due to this, staff from other homes have had to offer support with the medication administration process.

Managers have ensured that staff have undertaken a high level of child-specific training, together with the required mandatory training. When specific training needs are identified for staff, the training is often provided by the therapy team who are based at the school the children attend.

Following the last inspection, four requirements and three recommendations were made. Following this inspection, two requirements and two recommendations have been made, to ensure continued improvement.

## 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     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| <p>The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential; and</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>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))</p> <p>This relates to temporary staff not receiving formal supervision with a manager.</p>                                                                                      | 2 March 2023 |
| <p>The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential; and</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>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;</p> <p>ensure that staff work as a team where appropriate;</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</p> | 2 March 2023 |

ensure that the home has sufficient staff to provide care for each child;

ensure that the home's workforce provides continuity of care to each child. (Regulation 13 (1)(a)(b) (2)(a)(b)(c)(d)(e))

This relates to staff without relevant experience of this group of children not being effective in managing challenging behaviours.

## Recommendations

- The registered person should ensure that children's homes are nurturing and supportive environments that meet the needs of their children, they will, in most cases, be homely, domestic environments. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)
- The registered person should ensure they make suitable arrangements to manage, administer and dispose of any medication. ('Guide to the Children's Homes Regulations, including the quality standards', page 35, paragraph 7.15)

## 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:** 1277726

**Provision sub-type:** Children's home

**Registered provider:** Kisimul Group Ltd

**Registered provider address:** Kisimul School, The Old Vicarage, High Street, Swinderby, Lincoln, Lincolnshire LN6 9LU

**Responsible individual:** Amanda Collins

**Registered manager:** Post vacant

## Inspector

Simon Hunter, 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 looked after children, 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](mailto: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](http://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](mailto: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](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/ofsted](http://www.gov.uk/ofsted)

© Crown copyright 2023