

1277861

Registered provider: Genesis CTE Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is registered to provide care and accommodation for up to five children and young people. The provider states in its statement of purpose that the home supports children and young people who have sexually harmful behaviours, in a unique therapeutic environment.

Inspection dates: 26 to 27 February 2020

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 21 November 2019

Overall judgement at last inspection: inadequate

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/11/2019	Full	Inadequate
18/11/2018	Monitoring	Good
31/07/2018	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

The adults in the home succeed in building positive and trusting relationships with the young people. As a result, the young people make progress, gain self-confidence and are learning to understand the impact of their behaviour on others.

The young people benefit from the therapeutic support provided to them at the home. Two clinical psychologists are now regularly supporting the young people and are offering a range of individualised therapeutic interventions. The progress that the young people are making with their emotional and mental health is now being regularly monitored and reviewed to ensure that the therapy is effective.

Individualised care plans now comprehensively and concisely detail each young person's care and support needs and how these are to be met by the adults in the home. It is clearly documented in plans why the young people are living in the home, what the aim of their stay at the home is and how this will be achieved.

The adults in the home succeed in supporting the young people to gain a sense of permanence and belonging. This is evident in the progress the young people are making. The young people have gained confidence and are now joining clubs in the community, using public transport unsupervised and are making plans for their futures.

The staff understand the importance of the young people regularly attending education and gaining qualifications. The young people have good attendance at school. If a young person is experiencing difficulties attending school, creative strategies are put in place to support them to return to school. Young people speak enthusiastically about their career plans and what qualifications they will need to gain, so that they can succeed in their chosen career.

The young people report that they are listened to by the adults in the home. The young people are fully consulted and involved in decision-making. One young person reports that he now has the double bed that he requested. Another young person is requesting to see his family more often. The manager is actively pursuing this request with the young person's placing authority.

The young people are encouraged and supported by the adults in the home to eat a healthy diet and to channel their energy positively through regular participation in sporting activities.

On one occasion, a member of staff sought advice regarding a minor medication error, that had no detrimental impact on the young person, from a colleague who is a trained nurse, rather than consulting the appropriate medical authorities. The manager was aware of this error. The member of staff subsequently undertook refresher medication administration training.

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

Leaders and managers ensure that the home's safeguarding policies and procedures are rigorously followed by the staff. Managers undertake rigorous management oversight of all safeguarding incidents. Safeguarding incidents are promptly referred to the appropriate safeguarding professionals. The young people report that they feel safe living at the home.

Risks are clearly identified through the home's comprehensive risk assessment process. The staff are clear about how they will manage identified risks relating to individual young people to keep the young people and others safe. A balance is achieved of keeping the young people safe but allowing them to learn from their mistakes and increase their independence.

The use of physical restraint is minimal and the de-escalation of incidents by the adults in the home is effective. Routines run smoothly. The young people do not go missing and incidents of self-harming behaviour are reduced.

Staff recruitment procedures are comprehensive to ensure that only suitable people are employed at the home. Learning from previous incidents, where management oversight of staff recruitment has not been comprehensive, has been implemented by leaders and managers. New staff are now subject to rigorous checks before they are employed at the home.

The effectiveness of leaders and managers: good

The manager recently completed the registration procedure to become the registered manager of the home. The manager is well respected by the adults and the young people in the home. The adults in the home comment that they enjoy working at the home and that the manager is approachable and knowledgeable.

The adults in the home report that they are well supported and trained, so that in turn they can offer good-quality care to the young people. The adults in the home are regularly supervised by managers. On some occasions, managers are not fully and comprehensively documenting the contents of the supervision session.

Learning from previous inspections has been implemented to improve the quality of care at the home. Management oversight and recording systems at the home are improved. An independent visitor who visits monthly provides challenge and support to the manager. The manager has written a detailed development plan that outlines how the home intends to improve further.

The home provides a comfortable and homely environment for the young people to enjoy living in. The adults in the home have removed the industrial bins from the front of the house and have taken down the excessive fire signage. The young people have personalised their bedrooms and contributed to the decoration of the home. Framed photographs of the young people and the adults caring for them are

hung throughout the home. This helps the young people to feel a sense of family and belonging.

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
10: The health and well-being standard The health and well-being standard is that— children receive advice, services and support in relation to their health and well-being. (Regulation 10 (1)(b)) In particular, ensure that comprehensive medical advice is always sought from appropriate medical professionals if there is a concern about a young person's health or well-being.	27/03/2020

Recommendations

- Staff should be familiar with the home's policies on record-keeping and understand the importance of careful, objective, and clear recording. ('Guide to the children's homes regulations including the quality standards', page 62, paragraph 14.4)

In particular, ensure that a comprehensive record is made at each supervision session.

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: 1277861

Provision sub-type: Children's home

Registered provider: Genesis CTE Limited

Registered provider address: 2 & 3 The Hawthorns, Hawthorn Lane, Staunton,
Gloucestershire GL19 3NY

Responsible individual: Martin Davies

Registered manager: Martin Brown

Inspectors

Tina Maddison, Social Care Inspector

David Kidner, Social Care Inspector

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