

1280210

Registered provider: First Blue Healthcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is operated by a private company and provides care for two children who have had adverse childhood experiences.

There is a new manager in post who took up their position in October 2022. She is not yet registered with Ofsted.

Inspection dates: 9 and 10 May 2023

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	requires improvement to be good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 17 May 2022

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/05/2022	Full	Requires improvement to be good
25/05/2021	Full	Good
09/03/2020	Interim	Improved effectiveness
30/09/2019	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of this inspection, two children were living at the home. Since the last inspection, one child has moved out of this home, and one child been welcomed into the home and has settled in well.

Staff have a positive view of the children who they look after. Despite the challenging behaviour that children can present, the staff work hard to engage them. This support helps children to feel confident about their relationships with staff and improves their progress.

The manager and staff work hard to ensure that children access education that meets their needs. One child has a tutor who completes online work with him. In addition to this work, staff offer incentives to support him with educational activities in the home. Older children are engaged in work-based placements to support their learning and aspirations for the future.

Staff ensure that children have clear health plans and are registered with the relevant primary healthcare services. Staff understand the importance of good health and support children to attend physical and psychological health appointments. Children have regular access to the organisation's therapist. This serves to further promote the emotional well-being of the children.

Staff recognise the importance of family relationships and go to considerable lengths to ensure that these are promoted and improved. Staff demonstrate a detailed understanding of each child and their family relationships. They work proactively with parents and social workers to ensure that family time is safe and a positive experience.

Staff complete key-work sessions to help review children's needs and areas of risk. These sessions give children the opportunity to reflect on their behaviour and the chance to discuss any worries.

Children have good opportunities to develop independence skills, build on their existing abilities and take controlled risks. Children's confidence and resilience are developed through these opportunities.

The manager ensures that the home is generally kept to a good standard. Overall, the home provides children with a pleasant and welcoming place to live. Children are given the opportunity to choose their own bedrooms and decide how they should be decorated. This helps to give children a sense of belonging. However, some areas of the home need addressing, such as the window blinds in one child's bedroom which are not working, along with unsightly markings on the stair banister.

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

Staff demonstrate a good understanding of safe working practice. They have a good understanding of children's needs and particular vulnerabilities that help to keep children safe. However, some risk assessments do not reflect the children's current situation. This could potentially lead to inconsistent practice when the staff are managing risk.

Staff follow individual missing-from-care protocols that help to identify a child's vulnerabilities. Staff maintain good communication with all agencies so that incidents are ended as quickly as possible. When a child returns from being missing from home, the staff make sure that they can speak to an independent person. This helps staff to understand the reasons why a child has chosen to go missing from the home and to find new ways to minimise the chances of this happening again in the future.

Staff are prepared to work through difficult periods with children. This support enables children to reflect on incidents in a constructive and helpful way. Staff promote a positive culture of praise and reward. As a result, negative consequences are rare and physical intervention is reducing over time. This is because staff are trained and skilled in using de-escalation strategies.

Children live in a physically safe environment. Staff carry out regular health and safety checks on all electrical, gas and fire safety equipment. Regular fire drills take place so that children know what they need to do in the event of a fire.

Children are protected by the organisation's effective recruitment practice. Staff are vetted and assessed as suitable before any appointment is made. This procedure promotes the safety of the children by preventing unsuitable adults from working with them.

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

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

Since the last inspection, there have been several changes to staffing in the home. This includes a new manager, a newly appointed deputy manager and some new care staff. The manager and core team members have worked hard to ensure that there has been no negative impact on the children because of these changes.

Staff are very positive about the support they receive from the manager. However, supervision sessions for some staff are not regular. This means that staff are not receiving appropriate levels of management oversight. Furthermore, it means that there is no evidence that staff are provided with opportunities to reflect on their practice.

Staff undertake a wide range of relevant training that supports their practice and enables them to understand and meet the needs of children. Staff are up to date

with training. Communication between team members is good. Handovers are child-focused and detailed and provide each staff member with clear guidance for the work that they are to undertake with children.

Collaborative working relationships help to promote children's welfare. One placing social worker reports, 'Care staff communicate with myself regularly, they update me of any issues or ask me for advice and guidance or for any decision making before they do anything with [name of child].'

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
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 that the premises used for the purposes of the home are designed and furnished so as to— meet the needs of each child; and enable each child to participate in the daily life of the home. (Regulation 6 (1)(a)(b) (2)(c)(i)(ii)) This specifically relates to repairing the roller blind in a child's room and cleaning the stair banister of the markings that are on it.	29 June 2023
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— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child. (Regulation 12 (1) (2)(a)(i))	29 June 2023

This specifically relates to ensuring that risk assessments are reviewed so that they remain relevant to the children.	
The registered provider must appoint a person to manage the children's home if— there is no registered manager in respect of the home; and the registered provider— is an organisation or a partnership. (Regulation 27 (1)(a)(b)(i)) This specifically relates to ensuring that a registered manager is in place in the home.	29 June 2023
The registered person must ensure that all employees— receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(b)) This specifically relates to ensuring that all staff receive regular supervision.	29 June 2023

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: 1280210

Provision sub-type: Children's home

Registered provider: First Blue Healthcare Limited

Registered provider address: Seighford Hall, Clanford Road, Seighford, Stafford
ST18 9NL

Responsible individual: Martin Hodgson

Registered manager: Post vacant

Inspectors

Dave Carrigan, Social Care Inspector
Virginia Vickers, Social Care Inspector

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