

2484443

Impact For Change Ltd

Inspected under the social care common inspection framework

Information about this children's home

The home provides care for up to three children who have emotional and/or behavioural difficulties. The home offers medium- or long-term placements.

At the time of this monitoring visit a senior manager was in day-to-day charge of the home. A new manager has been recruited and is expected to start in March 2022.

At the time of this monitoring visit, no children were living in the home.

Inspection date: 15 February 2022

This monitoring visit

Two compliance notices were issued following the full inspection in January 2022 when the home was judged inadequate. At that time, the home was not being led and managed effectively and children were not being safeguarded.

This monitoring visit was carried out to review the actions the provider has taken to address the weaknesses seen at the full inspection, and to comply with the notices.

Immediate appropriate action was taken following the full inspection to change the management of the home. An experienced senior manager has since been in day-to-day charge. This manager has been a role model to staff in the practice of good care, and has given staff clear directions and guidance on their role. As a result, children received better, safer care after the full inspection.

Following a review of the expertise and sufficiency of staff, senior leaders made the decision to close the home temporarily. The three children who were living here have been helped to move to new homes. A new manager is due to start in March 2022. The senior manager has told Ofsted that the organisation is planning to recruit and train new staff before the home is reopened. Plans are also in place to review the home's statement of purpose.

A comprehensive audit has been carried out to ascertain whether all safeguarding concerns have all been managed appropriately. Following this audit, some concerns

have retrospectively been referred to children's social care. Appropriate action has also been taken to investigate children's complaints.

Staff who remain working for the home have now received good-quality supervision. Reflective and appropriately challenging discussions are helping staff to understand where their performance can improve. Staff have started to complete outstanding mandatory and specialist training. The provider is planning for staff to undertake additional training in providing trauma-informed care for children.

The provider has commissioned an independent investigator to look at how the performance of the home deteriorated. This investigation is currently underway.

Sufficient action has been taken to address the areas of compliance; the notices are met. However, the impact of some actions cannot yet be ascertained as the home is temporarily closed. A condition requiring the provider to inform Ofsted three months before admitting children has been issued. The requirements and recommendation from the previous inspection will remain until they can be reviewed at the next full inspection.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/01/2022	Full	Inadequate
14/01/2020	Full	Requires improvement to be good
26/02/2019	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
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— understand and apply the home's statement of purpose; ensure that staff— understand and apply the home's statement of purpose; protect and promote each child's welfare; treat each child with dignity and respect; provide personalised care that meets each child's needs, as recorded in the child's relevant plans, taking account of the child's background; help each child to understand and manage the impact of any experience of abuse or neglect; provide to children living in the home the physical necessities they need in order to live there comfortably; and ensure that the premises used for the purposes of the home are designed and furnished so as to— meet the needs of each child. (Regulation 6 (1)(a)(b) (2)(a)(b)(i)(ii)(iii)(iv)(v)(vii)(c)(i))	25 February 2022

In addition, leaders and managers should ensure that children are provided with continuity of care from adults who have the training, skills and experience to meet their needs. In addition, ensure that all children are supported to maintain a clean and hygienic bedroom.	
The health and well-being standard is that— the health and well-being needs of children are met; children receive advice, services and support in relation to their health and well-being; and children are helped to lead healthy lifestyles. (Regulation 10 (1)(a)(b)(c)) In particular, ensure that children are provided with support from external agencies that will reduce the risk of exploitation and drug misuse.	25 February 2022
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— help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child protection policies. (Regulation 12 (1) (2)(a)(ii)(iii)(v)(vi)(vii))	11 February 2022

The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— 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; ensure that staff have the experience, qualifications and skills to meet the needs of each child; 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; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; demonstrate that practice in the home is informed and improved by taking into account and acting on— feedback on the experiences of children, including complaints received; and use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(c)(d)(e)(f)(g)(ii)(h))	11 February 2022
The registered person must ensure that all employees— undertake appropriate continuing professional development; and receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(a)(b))	25 February 2022

Recommendations

- The registered person should ensure that staff are familiar with the home's policies on record-keeping and understand the importance of careful, objective, and clear recording. Staff should record information on individual children in a non-stigmatising way that distinguishes between fact, opinion and third-party information. Information about the child must always be recorded in a way that will be helpful to the child. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.4)

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: 2484443

Provision sub-type: Children's home

Registered provider: Impact for Change Ltd

Registered provider address: Canns Down Press, Beaford, Winkleigh, Devon
EX19 8LZ

Responsible individual: Mark Parker

Registered manager: Post vacant

Inspector

Paula Lahey, Social Care Inspector

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