

2526987

Registered provider: Jasmine Gardens Private Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home provides long-term care for up to two children who experience social or emotional difficulties.

A manager has been in post since October 2022, who is not yet registered with Ofsted.

Inspection dates: 26 and 27 October 2022

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: 3 November 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/11/2021	Full	Good
06/01/2020	Full	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. Children have started to make good progress since moving to the home. One child spoke positively about his relationship with staff. He said that he feels loved, safe and has lots of laughs. Another child is developing relationships with staff by beginning to spend more time with them.

The staff support children moving into the home well. They get to know the child, and the child spends time at the home before they move in. Staff meet the children and give them information about the home, which helps to reduce their anxiety about the move.

The staff work closely with education providers and encourage the children to attend school or participate in learning at the home. The staff attend regular meetings with education providers and the headteachers of virtual schools to ensure that children have the appropriate education provision. This helps children to overcome barriers to learning and shows that staff know the importance of children's education.

The children are in good health. Staff encourage them to attend all health appointments. Staff work closely with specialist health professionals to ensure that children's specific health needs are met.

The staff encourage and support children to see their friends and family. One child benefits from having overnight stays at a friend's house, which provides opportunities to build and maintain positive peer relationships.

Children's placement plans are not detailed enough to ensure that staff understand how to work with children or help them to reach their goals. They are not child friendly, and children are not involved in writing or reviewing their plans. This means that they do not have an input into how they want to be cared for.

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

Children's risk assessments and behaviour plans are comprehensive and individualised. Staff regularly review and update these after an incident. Current and responsive risk assessments support the staff to understand children's risks and keep them safe.

One child said that he feels safe living at the home and that he can talk to staff if he is worried or upset.

A child made a complaint to Ofsted. The manager dealt with this appropriately and the social worker discussed the complaint with the child, who was happy with the outcome. Children know how to make a complaint, and the children's guide

provides contact details of agencies children can contact if they do not want to speak to staff.

One child was previously restrained several times a day. Since moving to the home, these interventions have stopped. The staff understand the child's triggers. They provide him with routine structure and boundaries, which has helped him to feel safe and listened to.

Staff have a good understanding of how to keep the children safe and the importance of teaching them to keep safe. Staff have attended safeguarding training, and safeguarding is discussed as part of supervision and staff meetings.

Safeguarding concerns are managed well. The staff report any concerns appropriately. They work with a wide range of professionals and agencies to keep children safe. Any safeguarding incidents are followed up with detailed key-work sessions to support the child. However, the records, actions and outcomes of these incidents are not kept together. Therefore, it is difficult to follow how the incident has been investigated and concluded.

Children who frequently went missing from home have dramatically reduced these incidents since moving to the home. There have been very few incidents of a child going missing from home. If children do go missing from the home, staff follow the children's individual protocols. Children are welcomed back to the home. However, they do not receive return home interviews from their social workers or an independent person.

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

The manager has been in post since October 2022 and was previously a team leader at the home. She has the relevant qualifications to manage the home and knows the children well.

The monitoring systems require further work. The manager's reviews are not effective and do not always take place. The staff use effective behavioural consequences. They record the reason and children can have their views added. However, the manager does not always comment on the consequence or evaluate the effectiveness. This means that the manager does not monitor the consequences to ensure that they are meaningful.

There are no clear monitoring systems in place. This does not enable the manager to look at trends and patterns of behaviours or review records to ensure that they have the required detail.

The team leaders have the level 5 qualification and support workers have or are working towards the level 3 qualification. Staff have completed the organisation's mandatory training. However, it is difficult to ascertain when staff have completed training because there is no clear system to capture this information.

The recruitment checks for a new member of staff have not been completed before they started to work at the home. The references and identification checks are not comprehensive. This does not provide reassurance that staff are suitable and safe to work at the home.

Staff receive regular supervision. This helps them to work with the children effectively and supports their professional development. Regular staff meetings are used to discuss the children and care practice issues. These meetings help the staff to work consistently to meet the children's needs.

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 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 the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(b)) In particular, ensure that action taken following safeguarding incidents is clearly recorded.	22 November 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 aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— 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))	22 November 2022
The care planning standard is that children— receive effectively planned care in or through the children's home. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff help each child to access and contribute to records kept by the registered person in relation to the child.	22 November 2022

(Regulation 14 (1)(a) (2)(f))	
The registered person must ensure that— within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so (“the authorised person”)— has spoken to the user about the measure; and has signed the record to confirm it is accurate; and within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35 (3)(b)(i)(ii)(c)) In particular, the manager must evaluate the effectiveness of the consequence. This requirement was made at the last inspection and is restated.	22 November 2022

Recommendations

- The registered person should ensure that when a child returns to the home after being missing from care or away from the home without permission, the responsible local authority provides an opportunity for the child to have an independent return home interview. (‘Guide to the Children’s Homes Regulations, including the quality standards’, page 45, paragraph 9.30)
- The registered person should ensure that they encourage children to contribute to their records in a way that reflects their voice on a regular basis. (‘Guide to the Children’s Homes Regulations, including the quality standards’, page 58, paragraph 11.19)
- The registered person should ensure that they maintain good employment practice and that all checks are completed before staff begin to work at the home. (‘Guide to the Children’s Homes Regulations, including the quality standards’, page 61, paragraph 13.1)

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: 2526987

Provision sub-type: Children's home

Registered provider: Jasmine Gardens Private Limited

Registered provider address: 81 Jasmine Gardens, Hatfield AL10 0BN

Responsible individual: Talent Chirandure

Registered manager: Post vacant

Inspector

Trish Palmer, Social Care Inspector

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