

2540658

Registered provider: Tressell Homes Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care for up to three children who may have emotional and social difficulties or learning disabilities. It is operated by a private company.

The registered manager resigned in December 2020. An interim manager has applied to Ofsted for registration.

Inspection date: 17 March 2022

Date of last inspection: 26 October 2021

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged requires improvement to be good at the last full inspection. At this interim inspection, Ofsted judged that it has declined in effectiveness.

Shortfalls in the leadership and management of the home are potentially compromising the home's capacity to make sustainable improvements. There is nothing to show that the failings found at this inspection have led to children suffering harm. However, if these failings are left unchecked they may have the potential to do so.

The home has been without a permanent registered manager since December 2020. The interim manager and responsible individual have struggled to address many of the requirements made at the last inspection. Consequently, weaknesses remain in the protection of children, recruitment of staff, management oversight and monitoring of the home.

The practice in relation to helping and protecting children needs to improve. One member of staff has not received training in the home's safeguarding procedures. This person was not confident in knowing what they must do if they have concerns about children's safety. Suitable arrangements have not been put in place to manage the risks when a child has made an allegation about a member of staff. This may have left children and the member of staff involved vulnerable. The responsible individual failed to notify Ofsted without delay that an allegation had been made about a person working at the home.

The recruitment of staff is not always carried out in line with procedures that are designed to minimise potential risks to children's safety. Written references are not always verified to check the person's suitability and proof of identity is not always kept in the member of staff's records.

Managers have failed to identify that some staff have not yet completed important training relevant to the children in their care, including in autism spectrum disorders, attention deficit hyperactivity disorder and the use of a child's rescue medication. Likewise, the staff duty rosters do not provide an up-to-date record of who is working at the home and the actual time worked by the manager and staff.

Nevertheless, improvements have been made regarding the shortfalls found at the last inspection in relation to the quality of induction of staff working at the home and practice-related supervision of staff. Staff have a clear understanding of their responsibilities, and their practice and performance is routinely evaluated by the interim manager. Staff now have the information, including up-to-date care plans and education, health and care plans, that they need to understand children's needs and care for them effectively.

Children live in a warm and nurturing home. They receive individualised care that is helping them to make progress in every aspect of their lives. Children are healthier, able to express their wishes and feelings, take part in a variety of activities outside the home and develop positive relationships with friends outside of school. Children are developing the skills to manage their emotions and frustrations without showing unwanted behaviour.

Staff are caring and enthusiastic. They know the children's characters and personal needs very well. Staff listen to children and respond to their views and wishes appropriately. Consequently, children are building trusting relationships with staff.

Staff understand each child's vulnerabilities and remain vigilant to keep children safe from harm. They respond appropriately when they have concerns about a child's welfare, including the risks from using social media and the internet. Staff have the skills and knowledge to help the children to be safe online and know how to ask for help.

Likewise, staff understand how children's particular medical conditions may affect their lives. Staff make sure that children always get the care, advice and treatment they need to be healthy. They are helping a child to overcome her fears about going to health appointments.

The interim manager's thorough review of children's medication identified shortfalls and strengthened the arrangements. This included making sure that staff were retrained in managing medication and had their competency assessed. The interim manager pursued a review of a child's medication and changes to the child's treatment have had a positive impact on their emotional health and well-being.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/10/2021	Full	Requires improvement to be good
17/03/2020	Full	Inadequate

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 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; 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; are familiar with, and act in accordance with, the home's child protection policies. that the effectiveness of the home's child protection policies is monitored regularly. (Regulation 12 (1)(2)(a)(i)(iii)(v)(vi)(vii)(e)) This requirement was made at the last inspection and is restated.	30 April 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	30 April 2022

promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff work as a team where appropriate; ensure that staff have the experience, qualifications and skills to meet the needs of each child; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(b)(c)(f)(h)) This requirement was made at the last inspection and is restated.	
The registered person must recruit staff using recruitment procedures that are designed to ensure children’s safety. The registered person may only— employ an individual to work at the children’s home; if the individual satisfies the requirements in paragraph (3). The requirements are that— the individual is of integrity and good character; the individual has the appropriate experience, qualifications and skills for the work that the individual is to perform; the individual is mentally and physically fit for the purposes of the work that the individual is to perform; and full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a) (3)(a)(b)(c)(d)) This requirement was made at the last inspection and is restated.	31 March 2022
Schedule 4 sets out the other information that the registered person must keep in relation to a children’s home. The registered person must maintain in the home the records in Schedule 4 and ensure that the records are kept up to date. (Regulation 37 (1) (2)(a)(b))	31 March 2022

In particular, ensure that the records include a copy of the staff duty roster of persons working at the home, a record of the actual rotas worked, and a record of any persons who work at the home at any time. This requirement was made at the last inspection and is restated.	
The registered person must notify HMCI and each other relevant person without delay if— a child is involved in or subject to, or is suspected of being involved in or subject to, sexual exploitation; an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious; there is an allegation of abuse against the home or a person working there; a child protection enquiry involving a child — is instigated; or concludes (in which case, the notification must include the outcome of the child protection enquiry); or there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(a)(b)(c)(d)(i)(ii)(e))	18 March 2022

Information about this inspection

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full 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: 2540658

Provision sub-type: Children's home

Registered provider: Tressell Homes Limited

Registered provider address: Unit 41, Price Street Business Centre, Price Street, Birkenhead CH41 4JQ

Responsible individual: Julie Collins

Registered manager: Post vacant

Inspectors

Nick Veysey, Social Care Inspector

Judith Birchall, Social Care Inspector

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