

2567806

Laska Care and Education Ltd

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This children's home is owned and operated by a private provider, and is registered to provide care for up to two children.

The home and the manager registered with Ofsted on 6 May 2020.

One child currently lives in this children's home.

Inspection date: 30 March 2021

This monitoring visit

Due to the COVID-19 (coronavirus) pandemic, this children's home has not received an inspection visit since registration. An assurance visit was undertaken on 21 October 2020.

This monitoring visit was undertaken to address specific concerns in relation to safeguarding practice, to ensure safe staffing arrangements and to review the skills and knowledge of the staff team.

An on-site visit was made to the home to speak to the child, the staff and the manager. Due to the COVID-19 pandemic, and to limit the time spent at the home, some of the inspection activity took place remotely. This included a review of documents, and contact with a social worker.

Shortfalls in the leadership and management of the home were identified at this visit. This led to six requirements. Three of these have been escalated to compliance notices; these relate to the leadership and management of the home, the behaviour management policies and records, and the failure to notify Ofsted of a serious event.

The manager is the registered manager for two homes. The staffing arrangements are inadequate, as the manager also provides support caring for the children

alongside her management duties. This has resulted in the manager's involvement in the physical restraint of a child on two separate occasions. These incidents lacked independent management oversight and scrutiny.

Agency staff are often used. This does not provide continuity of care for the children. The manager's dual role is affecting her ability to develop the staff team, whose members have limited residential childcare experience. When the manager is not present at the home, there is no one with the necessary experience and skills to manage the home in her absence.

There are no behaviour management plans to inform, monitor and review the approaches taken by staff. Furthermore, children's risk assessments are of poor quality and do not describe the child's vulnerabilities. Staff are not provided with strategies to follow to reduce the known risk. This lack of risk evaluation and monitoring could result in the child being at risk of significant harm.

Recording and management oversight of restraints are poor. Staff are using holds that are not agreed in plans; for example, a child was held face down on the bed by one staff member. The managers have not always given the staff members involved in the physical intervention the opportunity to have a full debrief together. This means that there is no opportunity for the managers and staff to look at the incident in detail and to evaluate the appropriateness, effectiveness and safety of such holds.

At the last visit to the home, the manager had failed to notify Ofsted about two serious incidents. Since then, two further serious incidents have not been reported to the regulator. This demonstrates the manager's lack of understanding about which incidents must be shared with Ofsted, and indicates a lack of transparency.

The manager's oversight and monitoring of staff practice are poor and not effective in identifying shortfalls. This includes staff not completing the recording of serious incidents in a timely way. There is no system for obtaining the views of the children and other stakeholders about the quality of care provided. This indicates that the child's views and wishes are undervalued and limits the manager's ability to improve the home.

Staff supported the child who previously lived in the home to move to independent accommodation, and they provide ongoing help. Staff helped this child to develop daily living skills to make the transition easier.

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, the 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 positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust; an understanding about acceptable behaviour; and positive responses to other children and adults. In particular, the standard in paragraph (1) requires the registered person to ensure that staff— meet each child's behavioural and emotional needs, as set out in the child's relevant plans; understand how children's previous experiences and present emotions can be communicated through behaviour, and have the competence and skills to interpret these and develop positive relationships with children. (Regulation 11 (1) (2)(a)(i)(ix))	2 May 2021
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))	2 May 2021

*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— 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 work as a team where appropriate; 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; 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) (2)(a)(b)(c)(d)(e)(g)(ii)(h))	2 May 2021
*The registered person must prepare and implement a policy ("the behaviour management policy") which sets out— how appropriate behaviour is to be promoted in the children's home; and the measures of control, discipline and restraint which may be used in relation to children in the home. The registered person must ensure that—	2 May 2021

within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the name of the child; details of the child’s behaviour leading to the use of the measure; the date, time and location of the use of the measure; a description of the measure and its duration; details of any methods used, or steps taken to avoid the need to use the measure; the name of the person who used the measure (“the user”), and of any other person present when the measure was used; the effectiveness and any consequences of the use of the measure; and a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure; 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 (1) (3)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(b)(i)(ii)(c))	
*The registered person must notify HMCI and each other relevant person without delay if— an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious;	2 May 2021

or there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(b)(e))	
The registered person must complete a review of the quality of care provided for children ("a quality of care review") at least once every 6 months. In order to complete a quality of care review the registered person must establish and maintain a system for monitoring, reviewing and evaluating— the quality of care provided for children; the feedback and opinions of children about the children's home, its facilities and the quality of care they receive in it; and any actions that the registered person considers necessary in order to improve or maintain the quality of care provided for children. The registered person must— supply to HMCI a copy of the quality of care review report within 28 days of the date on which the quality of care review is completed. The system referred to in paragraph (2) must provide for ascertaining and considering the opinions of children, their parents, placing authorities and staff. (Regulation 45 (1) (2)(a)(b) (4)(a) (5))	30 June 2021

*These requirements are subject to a compliance notice.

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: 2567806

Provision sub-type: Children's home

Registered provider: Laska Care and Education Ltd

Registered provider address: Euroway House, Roysdale Way, Bradford BD4 6SE

Responsible individual: Garfield Binns

Registered manager: Simone Binns

Inspector

Tina Ruffles, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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Textphone: 0161 618 8524
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