

2569705

Registered provider: Penn Inspires Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home provides care for up to three children with social and/or emotional difficulties.

The registered manager has been in place since October 2021 and is suitably qualified.

Inspection dates: 30 and 31 May 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	good
---	------

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 14 June 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/06/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Two children currently live at the home. Children make progress in most aspects of their lives. Staff actively support children's education and encourage their learning. Children's attendance at school is good and they are making progress. Managers and staff communicate well with education providers to ensure that children receive the support they require when they struggle at school.

Children's health and emotional well-being are well supported. Staff promote healthy eating and activities to keep children occupied. The staff team ensures that children have positive things to look forward to, and this prevents children from becoming bored and frustrated.

Children have positive relationships with staff. Children enjoy spending time with the staff, and they feel valued and cared for. One child told the inspector that he prefers living here to his previous foster placement. Another child described the home as amazing.

Children enjoy living in a well-maintained, comfortable and homely environment. Children's rooms are personalised, clean and tidy. Staff work hard to create an atmosphere that is full of warmth, respect and laughter.

The registered manager has put in place detailed placement plans that provide staff with essential information. Staff use these documents to review children's progress. However, staff are not supporting children to read and contribute to these plans. This shortfall can prevent children from meaningfully engaging in their own care.

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

Children are safe and feel safe in the home. Children generally get along with one another, and there is no bullying in the home.

Staff are knowledgeable about the children and understand their needs. Risk assessments are in place and up to date, and they provide staff with effective strategies to keep children safe. Children are invested in their placements and, as a result, they do not go missing from the home.

Staff are good at giving children verbal praise and rewards for acts of kindness and for positive behaviour. Consequently, the home has a calm atmosphere and physical interventions are rarely used.

Staff have used physical intervention on one occasion to safeguard a child. There was no oversight of this incident by the registered manager. This shortfall had no impact on the child as the intervention was appropriate and proportionate.

Staff set up clear routines and boundaries. This means that children understand what is expected of them. When children display challenging behaviours, the staff respond with understanding and, as a result, there are very few incidents.

Staff use sanctions to help children to try and understand their negative behaviour. However, the manager does not undertake a timely review of the effectiveness of the sanctions. In some instances, sanctions put in place do not deter repeated behaviours and occasionally staff put in place sanctions that are not related to the behaviour.

The selection of new staff coming into the home is carefully considered. However, managers have not verbally verified the reason why two members of staff left a previous post working with vulnerable adults. This has not compromised the safety of children as all other checks have been completed.

The effectiveness of leaders and managers: good

The registered manager is highly respected by the staff team. He understands each child's presenting needs and how to achieve the best outcomes. The registered manager has good oversight and monitoring of most aspects of the home.

The registered manager and staff team have developed strong relationships with all relevant professionals, including social workers and school staff. As a result, there is good communication between them, which promotes children's welfare.

Staff feel well supported by the registered manager. Regular supervision and team meetings ensure that staff remain skilled and supported in their roles. These meetings consider the children's needs as well as the needs of the staff. During the inspection, staff at the home said they feel supported by the managers. This demonstrates positive relationships between managers and staff, which supports their development and understanding of the children.

The registered manager has developed comprehensive plans for children, which focus on their needs. They speak of children in a warm and positive manner and are driven to support children to achieve positive outcomes. This caring and motivated approach is also present in the staff team. As a result, the culture of the home places children at the centre of what they do.

There is a comprehensive range of training opportunities, including essential courses such as safeguarding and first aid. In addition, staff are trained in specialist areas such as self-harm and attachment. However, the registered manager's record of staff training is not updated. This impedes his oversight of staff training needs.

The registered manager has not ensured that there is an accurate roster in place that records the planned and actual hours worked by all staff. As a result, these

documents cannot be relied on to identify when staff have been at work. Despite this oversight, children have been cared for by a consistent and dedicated staff team.

The registered manager has undertaken a review of the homes' location risk assessment. The assessment does not make clear how consultation with relevant individuals has informed this review.

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 registered person must ensure that— 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 effectiveness and any consequences of the use of the measure; and 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. (Regulation 35 (3)(a)(vii) (b)(i)(ii)) This specifically relates to the registered provider ensuring that sanctions are restorative in nature and the effectiveness of any sanction is reviewed within the required time frames. Furthermore, ensure that there is management oversight of the use of any physical interventions.	31 August 2022
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; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3).	31 August 2022

The requirements are that— the individual is of integrity and good character; the individual has the appropriate experience, qualification 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)(b) (3)(a)(b)(c)(d)) This specifically relates to the registered person ensuring that verification of reasons for leaving all previous employment where a staff member has worked with children or vulnerable adults previously is sought as part of recruitment checks.	
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; ensure that the records are kept up to date; and retain the records for at least 15 years from the date of the last entry. (Regulation 37 (1) (2)(a)(b)(c)) This relates to ensuring that the staff rota shows planned and actual hours worked by all staff.	31 August 2022

Recommendations

- The registered provider should ensure that staff encourage children to view and contribute to their records in a way that reflects their voice. ('Guide to the Children's Homes Regulations, including the quality standards', page 58 paragraph 11.19)
- The registered provider should ensure that, as part of the review of the premises, they should consult with any relevant professionals to inform the review. ('Guide

to the Children's Homes Regulations, including the quality standards', page 63 paragraph 15.1)

- The registered provider should ensure that there is a full and accurate record of all staff training. ('Guide to the Children's Homes Regulations, including the quality standards', page 52 paragraph 10.8)

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: 2569705

Provision sub-type: Children's home

Registered provider: Penn Inspires Limited

Responsible individual: David Edwards

Registered manager: Ahmed Abdelhamid

Inspector

Debbie Holder, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2022