

2590578

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 care for up to four children with social and emotional difficulties.

The suitably qualified manager registered with Ofsted in December 2020.

Inspection dates: 24 and 25 May 2022

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	requires improvement to be good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 10 January 2022

Overall judgement at last inspection: improved effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/01/2022	Interim	Improved effectiveness
30/06/2021	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last full inspection, three children have moved on from the home. There were three children living at the home at the time of this inspection. The managers and staff know children well. Children said that they are happy living at the home.

Children are making good progress from their starting points. For one child, this includes a considerable reduction in incidents of going missing from home. Professionals and family members are pleased with the care and guidance that staff provide to their children.

Staff give children high levels of support to help them maintain relationships with their families. This includes enabling children to spend time with their family members at the home or out on an activity. Family members feel that staff keep them involved in the care of their children.

There is a strong focus on supporting children with their emotional well-being. As a result, children's ability to manage their own emotions has improved. Children can identify a staff member they can talk to about their feelings and any worries. This helps children to feel safe and listened to.

Children are making progress with education and improving their own safety. Staff advocate for children, to find an appropriate education provision and to support them to gain work experience and independence skills. One child has a part-time job that will support their university application. Another child, who has a history of poor education attendance, now has a regular work experience placement and has achieved foundation qualifications. This will help them to access a further education course. This raises children's self-esteem and develops their independence.

Children benefit from having a settled and uninterrupted experience of living at the home. Children who have had multiple placement breakdowns in the past have been able to enjoy a sustained period living at the home.

Children lead healthy and active lifestyles which include exercising and eating a balanced diet. One child has joined the army cadets and a local football team. Children make new friends and develop their confidence.

Children personalise their own spaces at the home, which they are proud of. Bedrooms and bathrooms are a good size. Children can have pets. Children settle well and feel secure. However, improvements are needed in the cleaning and maintenance of the home. Some areas need repainting and repair. Some furnishings are very worn and need replacement.

Staff ensure that children do not miss healthcare appointments and actively encourage them to attend. Staff provide children with emotional support to

overcome their fears. However, staff do not always carry out checks to monitor children's good oral health, as stated in their placement plan. For one child, staff had not taken timely action to address the issue of an electric toothbrush that was not working. This was significant for this child.

How well children and young people are helped and protected: requires improvement to be good

Staff ensure that children understand the reasons why they are given consistent boundaries and expectations of behaviour, which helps them to make progress. This includes boundaries in relation to smoking and the use of cannabis. However, staff require training in substance misuse awareness so that they can spot the signs of substance misuse and respond appropriately.

Risk assessments clearly identify any actions that staff need to take to help children to keep safe. Learning from incidents is used to further develop care plans and is discussed with staff in meetings and supervision sessions. However, searches of children's rooms that take place due to concerns about the use of lighters and smoking paraphernalia are not sufficiently robust.

Staff know children well and use de-escalation techniques to avoid restraint and verbal altercations. However, during a recent incident, two staff members failed to follow standards and expectations. Consequently, the child was not treated with dignity and respect. Managers took quick action following this incident to share learning and reduce the risk of this being repeated.

There have been some incidents of children going missing from the home, although these have reduced significantly. Staff respond in line with the missing-from-care protocols to help find and return children to the home as soon as possible. Learning from these incidents is used to review children's safety plans. Staff are proactive and talk to children about the reasons that they were missing from home, to understand why it happened and what changes to care practice could be made. This helps keep children safe from the risk of harm from exploitation.

Staff enable children to take age-appropriate risks. Children earn the trust to have time out of the home without staff supervision. Children's plans are reviewed regularly with the child's social worker. Safeguarding concerns are shared appropriately with other professionals. This enables the most relevant professional to respond to any incidents.

Children engage in restorative practice when they make mistakes. Staff encourage learning and embrace suggestions from children when they want to put things right. This helps children to feel valued and to develop compassion.

The effectiveness of leaders and managers: good

The manager is suitably experienced and qualified for the role. Since the last inspection, they and the deputy manager have worked to make improvements and address the shortfalls previously identified. The home has a settled atmosphere. Children benefit from the consistency that the managers have provided since the home opened.

Staff feel well supported and valued by the manager. They enjoy working at the home. The manager is aware of staff's strengths and the areas in which they need support to develop. Managers and staff work very closely together, recognising and using each other's different skill sets to benefit children. This helps to provide children with a positive atmosphere.

Professionals report very good working relationships with the registered manager and staff. Staff say that managers are very supportive during periods of religious observance to meet their spiritual and cultural needs.

The manager knows the children's needs well and how to support them. He considers in detail referrals for children to move into the home and the impact that new children may have on the children already living there.

Staff team meetings and supervision sessions are regular and effective. They focus on children's experiences. These meetings encourage staff to reflect on their practice. However, supervision sessions for the manager are not always formally recorded or demonstrate that their development needs are discussed.

The independent person carrying out external monitoring of the home has not submitted a detailed and thorough assessment to managers of the quality of care provided. The manager has begun to address this with the independent person.

There are sufficient staff for the children. A recent recruitment drive has been successful. New staff receive a comprehensive induction. Staff are flexible and amend shift patterns to provide cover to reduce the need for agency staff. This helps children to have consistent care from staff they know well.

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— ensure that staff— protect and promote each child's welfare; treat each child with dignity and respect; 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)(b)(ii)(iii) (c)(i)) In particular, ensure that worn furnishings are replaced, paintwork is repaired and that all areas of the home are monitored and kept clean and tidy.	30 June 2022
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.	30 June 2022

In particular, the standard in paragraph (1) requires the registered person to ensure— that staff help each child to— achieve the health and well-being outcomes that are recorded in the child’s relevant plans. (Regulation 10 (1)(a)(b)(c) (2)(a)(i)) In particular, ensure that children are supported to maintain good oral hygiene as identified in their placement plan.	
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. (Regulation 12 (1) (2)(a)(i)(iii)) In particular, ensure that staff have the skills and knowledge to identify substance misuse paraphernalia and take the appropriate action to protect children if this is found.	30 June 2022

Recommendations

- The registered person should ensure that all staff, including the manager, receive supervision of their practice from an appropriately qualified and experienced professional which allows them to reflect on their practice and the needs of the children assigned to their care. ('Guide to the Children’s Homes Regulations, including the quality standards', page 61, paragraph 13.2)
- The registered person should ensure that a record of supervision is kept for staff, including the manager. The record should provide evidence that supervision is being delivered in line with regulation 33 (4)(b). ('Guide to the Children’s Homes Regulations, including the quality standards', page 61, paragraph 13.3)

- The registered person should ensure that a note of the content and outcomes of supervision sessions is kept and that both the person giving the supervision and staff member have a copy of the record. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.4)

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: 2590578

Provision sub-type: Children's home

Registered provider: Jasmine Gardens Private Limited

Responsible individual: Talent Chirandure

Registered manager: David Chedgey

Inspector

Jamie Cousins, Social Care Inspector

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