

2592750

Registered provider: Break

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This charity run home provides care for up to two children who may have experienced neglect, abuse or trauma along with family and placement breakdowns.

The registered manager left in July 2021.

Due to COVID-19 (coronavirus), at the request of the Secretary of State, we suspended all routine inspections of social care providers on 17 March 2020.

We last visited this home on 21 September 2020 to carry out an assurance visit. The report is published on the Ofsted website.

Inspection dates: 20 and 21 July 2021

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: not applicable

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: none

Inspection judgements

Overall experiences and progress of children and young people: good

The home registered in June 2020. It mainly provides single placements for children who require intensive and specialised support. Since opening, three children have moved into the home and two children have left. There is currently one child living at the home.

The child has experienced significant placement changes. Prior to moving into the home, he was placed a considerable distance away. He was not keen to move to the home; however, the staff were resourceful and proactive in making the move positive. They met with the child, spent an evening with him and then travelled the long distance back to the home. This helped to reduce the child's anxiety about the move.

The child is interested in starting an apprenticeship. Staff are exploring the entry criteria and making the necessary arrangements. Potential apprenticeship applications are being considered for the start of next term. The child has secured a part-time job during the summer holidays, which has given structure and routine to his days. This has given him the opportunity to be accountable and earn some extra money.

Staff have developed solid relationships with the child. They balance safe rules and clear boundaries with nurture and support. The child can talk to staff openly about issues such as substance misuse and smoking. Staff are fully aware of these risks and give the child information and support regarding his health. Although smoking and substance misuse are both of concern, the child has reduced his use since moving to the home.

The child has been encouraged to influence the house colour schemes and the recreational resources at the home. Each aspect of the house reflects his choices and interests. The child appears confident and relaxed and has a sense of belonging. The house is spacious and well kept, except for the stair carpet and the front entrance pathway. These areas both require maintenance and detract from an otherwise pleasant home.

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

Although some risky behaviours continue for the child, these are reducing. There have been no police callouts or offending since the child moved to the home. There are several incidents of the child going missing from home and returning late. However, during these incidents, the child keeps in contact with the staff, who are vigilant and responsive.

The staff use good relationships as a basis for managing behaviours and reducing risks. They rarely use sanctions. However, when they do, these are meaningful and link well to the incident.

Staff understand the safeguarding arrangements well. They have regular training and follow clear procedures to ensure that the child is safeguarded and protected.

Staff are working with the child to build his independent life skills safely. They support the child to take measured risks. The child has free time with peers, uses a bicycle and works part time at a restaurant. This free time is supported by the staff, who are helping the child to manage his time, travel safely and build positive peer relationships.

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

There have been three managers since the home registered. The third new manager has recently been appointed on an internal promotion. This manager has extensive experience of working at the home and is working towards a relevant qualification at level 5. However, the frequent management changes have resulted in some management shortfalls. Each new manager has been appointed internally and has therefore been known to the staff. However, the children have had to adjust to different managers.

The staff team provides a blend of age and gender. However, some of the staff lack experience and less than half the staff have obtained the required qualification at level 3. There are several staff who are in their probationary periods and others who are working towards a qualification at level 3. Overall, the staff lack the necessary skills and experience to fully meet the child's needs.

The staff generally receive line manager supervision and say that they feel supported in their roles. The manager has received supervision; however, there are gaps in the records of his supervision meetings. This makes it hard to monitor performance and identify his training and support needs.

The external monitoring by the independent visitor is not good enough. Reports are minimal and the visits are remote. The visitor fails to meet with the children and the staff and does not consistently identify actions. This does not provide enough scrutiny to drive improvement.

The manager has not submitted an updated statement of purpose to Ofsted. This is despite changes to the manager and the staffing. Therefore, Ofsted does not hold the current staffing information.

Despite several managerial shortfalls, the child is receiving good care. The manager and the staff team are energised and enthusiastic. They provide a stable and consistent approach which benefits the child.

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 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— ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b) (2)(c))	1 December 2021
The registered person must— keep the statement of purpose under review and, where appropriate, revise it; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (3)(a)(b))	1 September 2021
When the independent person is carrying out a visit, the registered person must help the independent person— if they consent, to interview in private such of the children, their parents, relatives and persons working at the home as the independent person requires. The independent person's report may recommend actions that the registered person may take in relation to the home and timescales within which the registered person must consider whether or not to take those actions. (Regulation 44 (2)(a) (5))	1 November 2021

Recommendations

- The registered person should provide a nurturing, homely environment. In particular, they should ensure that all areas of the home are kept and maintained to a consistently high standard. ('Guide to children's homes regulations including the quality standards', page 15, paragraph 3.9)
- 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)

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: 2592750

Provision sub-type: Children's home

Registered provider: Break

Registered provider address: Schofield House, 1 Spar Road, Norwich, Norfolk
NR6 6BX

Responsible individual: Rachel Leslie

Registered manager: Post vacant

Inspector

Deirdra Keating, Social Care Inspector

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