

2594233

Registered provider: Children & Adolescents Placement Provisions Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care for up to four children with emotional, behavioural and social difficulties.

The home is led by a registered manager who holds the required management qualification.

Inspection dates: 5 and 6 July 2022

Overall experiences and progress of children and young people, taking into account	requires improvement to be 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	requires improvement to be good
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The children's home is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

Date of last inspection: 18 May 2022

Overall judgement at last inspection: inadequate

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/05/2022	Full	Inadequate
15/06/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: requires improvement to be good

At the time of this inspection, there were three children and a young person, aged 18, at the home. Leaders and managers have acted decisively and developed an improvement plan to address the poor practice identified at the last full inspection. Some actions have been undertaken but many areas still require improvement and time to embed into practice. These areas include the maintenance of the home, support for staff and how more concerning incidents are managed and recorded.

Some areas of the home remain in a poor condition. There is damage to furniture in bedrooms and damage to furniture and walls in the home. In general, the house does not feel homely and this impacts on the overall experiences of children.

Staff encourage children to eat healthily and exercise. Some children use gyms and swimming pools and go for walks. Children are registered and attend appointments with local dentists, opticians and doctors. However, some children continue to smoke, and use alcohol and drugs. Managers have identified specialist support to provide additional guidance to staff to tackle these behaviours. A member of staff is now a link worker to this organisation. This will help to provide children with information and advice and support to lead a healthier lifestyle. Additionally, this will better equip staff to tackle these worrying behaviours.

Some of the children are planning to move to semi-independent accommodation. The manager and staff are working with social workers to ensure that the moves are well planned. This includes a longer timescale to meet the specific needs of one older child. There are plans to introduce a new independence training package for children. This will improve the support and knowledge they need in preparation for adult life.

Educational opportunities for some of the children are limited. One child is only receiving an hour a day with a tutor. This is held online. Most days the child refuses to engage with this provision. Two children have had apprenticeships that have recently ended. Staff are working with these children to arrange college and work placements to meet their educational and training needs. The young person has a good and varied provision that meets his individual needs.

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

The recording of incidents continues to be poor and requires improvement. For example, records do not clarify what took place prior to an incident. Not all incident reports give the details of the staff involved. A new, more detailed, incident record template has been devised but is not yet in place. As a result, staff and managers

are not deriving learning from incidents that will help them to improve safeguarding practice.

The care practice of staff in addressing children's behaviour is inconsistent. Staff practice is not always in accordance with policy. The police have been used inappropriately to help manage children's behaviour. However, managers have recognised these shortfalls. New workshops enable staff to talk through incidents and identify ways of dealing with difficult behaviour. This is a valuable improvement and can improve staff practice.

A psychotherapist that works with the organisation continues to provide good support to the children. This is based on creative art and talking therapy. Outcome progress charts are produced following the work, and this helps staff to know how children are feeling, their strengths and difficulties and how best to help them.

A reflective practice group is available to staff. This is facilitated by the psychotherapist and a trainee therapeutic practitioner. Staff can attend in person or online. This is a space for staff to discuss their own issues or to support their peers. This improves the support given to staff and enables them to share practice and coordinate their care of the children better.

There has been a large increase in children going missing from care. The recording of these events is incomplete. It is not clear if children receive a return home interview. However, the management have responded well to this. A meeting is taking place with the police missing persons team. The police will also be leading training provided for the staff team. This will help staff to know how to help children reduce the current risks they are exposed to when they go missing from care.

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

The manager's monitoring of the home remains weak. A new template has been created for the quality assurance processes. However, most of the information remains unrecorded and it is not completed to the set timescale. As a result, the manager does not have the oversight necessary to ensure that the home is providing good care for children.

There has been some improvement in management oversight of incidents. Actions identified, by the manager, following incidents are now completed more regularly. A new workshop has been introduced to discuss incidents and improve report writing. This will help managers to drive improvement in practice.

Supervision sessions are still not held in line with the organisation's policy. There have been long gaps between sessions for some staff. Of particular concern is the absence of any supervisions held for the first two months for one new member of staff. This does not give the staff the support they require at a crucial time in their career. Leaders and managers understand this shortfall and a member of staff is attending training to give them the skills to be an additional supervisor.

Managers and leaders have recognised the need to improve recording. A new electronic recording system is now ready to be introduced. Staff will be supported in the use of this by managers and senior workers who have received the relevant training. This will improve the record-keeping and access to records.

No new children have joined the home since the last inspection. However, the processes for new admissions have been reviewed and improved. There is a new matching form and impact assessment. This will improve the decision-making for children coming to the home.

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 the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm; and that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health. (Regulation 12 (1) (2)(b)(d)) This particularly refers to staff being skilled and confident in challenging and dealing with inappropriate and risky behaviour, and that damage to the home is repaired quickly.	31 August 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 promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(h))	31 August 2022

This particularly refers to the registered manager effectively monitoring all aspects of the service and addressing any shortfalls without delay.	
The registered person must ensure that all employees— undertake appropriate continuing professional development; receive practice-related supervision by a person with appropriate experience; and have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(b)) This particularly refers to supervision of staff taking place in line with the organisations policy.	31 August 2022

Recommendations

- The registered person should be aware that in some instances, a child may express wishes that are not always in their best interests or which may conflict with the views of other children in the home. In such circumstances, the responsible adults will have to balance the wishes of the child against what they judge to be in the best interests of the child and reach a reasonable view about the best way forward in the interests of all. The reasons for reaching any decision will need to be carefully explained to and understood by the child or children concerned. ('Guide to the Children's Homes Regulations, including the quality standards,' page 22, paragraph 4.9)

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: 2594233

Provision sub-type: Children's home

Registered provider: Children & Adolescents Placement Provisions Ltd

Registered provider address: 40 Harpur Street, Bedford, Bedfordshire, MK40 2QT

Responsible individual: Esther Parent

Registered manager: Shajadha Begum

Inspector

Shaun Caplis, Social Care Inspector

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