

2602813

Registered provider: Keir Lock Children's Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately run home for up to three children aged between eight and 18 years old. The provider offers children a home as a short- or long-term option.

The current registered manager oversees two homes. A new manager has been appointed for this home and is due to apply to register with Ofsted.

Inspection dates: 13 and 14 December 2023

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	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: 24 August 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/08/2022	Full	Good
03/11/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children are settled and happy in their home. They are developing positive routines and are improving their life chances and their personal and social skills. Children have positive relationships with staff. They told the inspector that they are happy and settled in the home, and that they like the staff who work with them.

Children's time with their families is actively promoted and facilitated. Staff understand how important this is for children's well-being and for their sense of identity.

Staff provide children with numerous opportunities to take part in activities and events tailored to their individual interests. Childhood experiences are valued, and the staff understand the importance of this. Children's birthdays are celebrated, and when this is the same day as a major event, extra thought is given to ensure that the child still has the same experience as their peers.

Managers advocate for children's education to ensure that it meets their needs. Staff understand children's barriers to attending education and work hard with children to help them overcome them. Children are provided with opportunities to learn and develop when they are not in school. Staff use creative ways to help children with their literacy and numeracy skills. This helps to ensure that children continue to learn and build confidence in their abilities.

Staff support children to develop their independence. They understand that for some children, their level of self-care and independence is lower than that of their peers. They support children, without judgement, to build on this at a pace suitable for them. As a result, children are well prepared for when they move on to independent living.

Direct work is undertaken daily with the children. A significant amount of learning is achieved through these discussions with staff. The children are helped to understand themselves and the world around them.

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

Staff know and understand the children well and can recognise signs that they are becoming upset. They are quick to respond to support the child, which helps to calm and reassure the child quickly.

Risk assessments, behaviour support plans and children's plans are child focused and provide the right level of detail to guide staff practice. All staff are encouraged to read and update the children's plans. This helps to ensure that all staff, including those new to the home, understand how to respond to children.

Children's risks of going missing from home have significantly reduced. The managers recognise that as children have more free time, the risks will increase, but they are working with the children so that they understand the dangers of the world around them and can try to reduce the risks.

Physical interventions take place as a last resort. Where necessary, individual strategies form part of each child's risk assessment and care plan, including the technique to be used. This helps to ensure that any physical interventions are carried out appropriately and safely. The manager has recently implemented training to improve the quality of recording when these incidents occur. This helps to ensure that the manager can fully evaluate and determine the effectiveness of the intervention.

Not all staff understand what action to take when an allegation is made. This means that on at least one occasion, there was a delay in notifying a manager that a child had raised a concern. This has since been addressed with the team, and plans are in place to enhance staff knowledge through additional training.

Notifications of serious events are not submitted to Ofsted in a timely manner. This hinders the regulator's ability to monitor the safeguarding arrangements in the home.

The effectiveness of leaders and managers: good

The registered manager is in the process of handing over the management of the home to a new manager. The registered manager continues to have effective oversight while supporting the new manager to develop their own management style.

Managers know and understand the children well and are very child focused. They are eager to develop and improve the overall experiences of children. The managers actively seek feedback from children, staff and other professionals and use this to make improvements.

Managers recognise that when one child moved into the home, they did not have accurate information regarding the child's needs. This was despite consultation with numerous professionals. The managers have since adapted the admission process to ensure that more specific questions are routinely asked when matching children to the home. As a result, children's needs are now fully known and understood before they move in.

Staff access a wide variety of training specific to their role. Managers are quick to identify when further training is needed and source it from external trainers to help enhance staff skills.

Recruitment checks for staff are in place, and the provider seeks reassurance when staff have worked with children or vulnerable adults in the past. However, on one

occasion, a significant reference has not been obtained for a member of staff. The lack of diligence in this area has the potential to weaken the safety of their recruitment procedures.

Supervision sessions for established staff take place, and staff value the protected time that supports them. However, new staff members do not consistently have supervision in line with the home's statement of purpose, and managers have missed opportunities to provide it. This prevents newer staff from having all the support they need while learning the role.

What does the children's home need to do to improve?

Statutory requirements

This section sets out the actions that the registered persons 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 persons 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 staff— understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child protection policies. (Regulation 12 (1) (2)(a)(v)(vi)(vii)) In particular, ensure that staff know how to respond to allegations or concerns with staff practice.	31 March 2023
The registered person must notify HMCI and each other relevant person without delay if— a child is involved in or subject to, or is suspected of being involved in or subject to, sexual exploitation; an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious; there is an allegation of abuse against the home or a person working there; a child protection enquiry involving a child — is instigated; or	31 March 2023

concludes (in which case, the notification must include the outcome of the child protection enquiry); or

there is any other incident relating to a child which the registered person considers to be serious.
(Regulation 40 (4)(a)(b)(c)(d)(i)(ii)(e))

Recommendation

- The registered person should ensure that references from the most recent employer are in place for all staff and that all staff receive supervision during probation in line with the home's statement of purpose. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.1)

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: 2602813

Provision sub-type: Children's home

Registered provider: Keir Lock Children's Homes Ltd

Registered provider address: Thompsons Yard, New Street, Ossett, West
Yorkshire WF5 8BH

Responsible individual: Andrew Taylor

Registered manager: Tony Gellen

Inspector

Debra Boldy, Social Care Inspector

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