

2629335

Rotherham Metropolitan Borough Council

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home registered in March 2021 and is owned by a local authority. It provides care for up to two children with social, emotional and/or behavioural difficulties.

The registered manager resigned in December 2021 and a new manager is in the process of registering with Ofsted.

Inspection date: 11 January 2022

This monitoring visit

This visit has been undertaken to ensure that no regulations are being breached after Ofsted received concerns about the home. One child currently lives at the home.

The inspector found serious shortfalls in safeguarding practices at the home. The staff's day-to-day care is not delivered consistently to keep the child safe and protected from harm. In addition, weaknesses in the leadership and management of the home and inadequate staffing arrangements mean that the child is exposed to risk.

The home has a core team of permanent employed staff to look after the child living at the home. However, several staff are currently on long-term sick and there are two staff vacancies. There have been attempts to have the same agency staff working in the home, but this has not been sustained. This results in the child being cared for by a high number of different carers, which leads to inconsistent care.

On many occasions, agency staff have made up half of the staff working on a shift. In the last three months, there have been six shifts when care has been delivered fully by agency staff. In other instances, staff from other children's homes have worked at the home. Therefore, good-quality care has not been consistently delivered by staff who are sufficiently skilled or know the child well.

No staff meetings have taken place. This does not help staff to fully understand their roles and responsibilities in relation to protecting and caring for the child. It does not assist the manager to deliver guidance, training and support, where required, to promote consistent work practice.

Permanent staff receive supervision. However, this is often interrupted and reconvened due to the need to provide care to the child. This does not assist in providing the best support to staff or give the managers good oversight of individual staff's care practices.

The written risk assessments relating to a child have not been read and signed by all staff working at the home, including agency staff. This includes the written risk assessment for when the child leaves the home and goes missing. This means that not all staff know how to provide support and care for the child and keep them safe.

The current system established for new staff to read the child's care plan and risk assessments when they come on shift is not effective. It does not give staff sufficient time as they are rostered to start work immediately to support the child.

Internal and external monitoring systems are not efficient. Audits do not detect all deficits or act on all omissions and shortfalls in a timely manner.

More positively, the child has established good relationships with several permanent staff working at the home. Furthermore, the child is progressing well in their education placement.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/07/2021	Full	Good

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, the 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 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; 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. (Regulation 12 (1) (2)(a)(i)(b))	13 February 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— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; ensure that staff work as a team where appropriate; ensure that staff have the experience, qualifications, and skills to meet the needs of each child;	13 February 2022

ensure that the home has sufficient staff to provide care for each child; ensure that the home's workforce provides continuity of care to each child; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(c)(d)(e)(h))	
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*These requirements are subject to a compliance notice.

Information about this inspection

The purpose of this visit was to monitor aspects of the service to ensure that the home is operating in line with the children's home regulations.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 2629335

Provision sub-type: Children's home

Registered provider: Rotherham Metropolitan Borough Council

Registered provider address: Rotherham Metropolitan Borough Council, Riverside House, Main Street, Rotherham S60 1AE

Responsible individual: Rebecca Wall

Registered manager: Post vacant

Inspector

Debbie Foster, Social Care Inspector

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