

2650948

Registered provider: Ubuntu Group Limited

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home is registered to provide care for up to two children with social and emotional difficulties.

The manager registered with Ofsted in November 2022. He holds a level 5 diploma in leadership and management in residential childcare.

Inspection date: 29 March 2023

Date of last inspection: 10 May 2022

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Information about this inspection

At this inspection, the inspector evaluated:

- the care of children
- the safety of children
- the effectiveness of leaders and managers.

Inspectors have looked closely at the experiences and progress of children, using the social care common inspection framework. This assurance 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'.

Findings from the inspection

We did not identify any serious or widespread concerns in relation to the care or protection of children at this assurance inspection.

The care of children

At the time of the inspection, two children were living in the home. Since the previous inspection, one child has moved in, while the other child has been living there for some time.

All children have personalised plans that clearly detail their needs. Staff understand and follow these plans well. Managers now ensure that they have all the local authority plans as required. This ensures that they have the most up-to-date care planning information. Children make good progress because of the care they receive.

Both children go to school full time and are doing well in their education. Staff provide children with consistent daily routines and boundaries so that children understand the expectations of them. Staff ensure that children get to school on time, and they are familiar with the children's school life. All children's personal education plans are well understood by the team.

One child moved into the home in a carefully planned way. Managers ensured that they had all the information about the child so that they could ensure that their needs were met from the start.

Children's health needs are fully understood by the team. Children have all the necessary health appointments they require. Staff understand children's health needs well.

The home is inviting, decorated in a homely way and well maintained. Each child's bedroom is personalised to their own individual tastes, and there is a development plan to make further improvements. However, there has been some damage to the main bathroom which requires attention. This does not help the children to invest in their home and feel valued. The manager is working hard to address these issues and plans to resolve them imminently.

The safety of children

Children have individual risk assessments and risk management plans. Staff use de-escalation techniques to support children. As a result, incidents of restraint have significantly decreased from their starting points. For example, in December 2022 there were five restraints, whereas in January, February and March 2023 there have been none. Where restraints have taken place, these have been managed well. Restraint is only used as a last resort and is necessary and proportionate when employed. The staff work well with children so that children understand behaviour

that may present a risk to them. This work has supported children to become increasingly safe.

Managers and staff demonstrate a great understanding of children's vulnerabilities and the potential risks posed to them. Clear guidance and strategies to follow are recorded in written risk assessments. This helps to ensure that children are protected from harm.

Staff ensure that the home environment is safe for children to live in. A range of health and safety checks are completed to assess whether there are any hazards which could pose risks to children. Children take part in regular fire drills to ensure that they know how to evacuate the home safely in case of such an emergency.

Staff receive training in safeguarding and child protection. Staff are aware of their safeguarding responsibilities, and they have a good knowledge of whistle-blowing procedures. The manager liaises appropriately with the local area designated officer, sharing with them all incidents involving concerns about staff practice or allegations. This ensures that there is independent oversight to keep children safe. However, on one occasion following an allegation, the manager did not notify all statutory bodies within timescales. The manager took prompt action during this inspection to address these concerns.

The effectiveness of leaders and managers

The manager registered with Ofsted in November 2022. Since the last inspection, the manager has worked hard to make sufficient improvements. Eight previous requirements and two recommendations were met. One requirement was restated, plus a further two requirements and one recommendation were raised.

Monitoring systems are now well established. This comprehensive oversight makes sure that all aspects of care and the running of the home are maintained to a good standard. This better assists the manager to identify concerns and make prompt changes to improve and maintain good standards of care for children.

The majority of staff hold the required level 3 diploma in residential childcare. A small number of staff are currently working to achieve this, and plans are in place to ensure that they complete this within the required timescales. Staff are provided with a wide range of training that informs their practice and meets children's individual and diverse needs.

Team meetings and supervision sessions take place monthly and are now used as a place for reflection and learning. Important issues are tracked and discussed, and children are at the centre of all practice. However, there has been a missed opportunity where training around harmful sexual behaviour has not been completed.

Recruitment practice is not always robust. For example, managers do not always ensure that full and satisfactory information is available in relation to the individual

in respect of each of the matters in Schedule 2. This does not fully protect children from potentially unsuitable people working at the home. This was raised at the previous inspection and the requirement was not met.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/05/2022	Full	Requires improvement to be good

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

Statutory requirements

This section sets out the actions that the registered person 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 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)) This manager must ensure that staff receive training in harmful sexual behaviours, specific to children's needs.	30 April 2023
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only— employ an individual to work at the children's home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3). The requirements are that— the individual is of integrity and good character; the individual has the appropriate experience, qualification and skills for the work that the individual is to perform;	30 April 2023

the individual is mentally and physically fit for the purposes of the work that the individual is to perform; and full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a)(b) (3)(a)(b)(c)(d)) The manager must ensure that full and satisfactory information in line with schedule 2 is obtained prior to staff working with children. This requirement was made at the previous inspection and is restated.	
If a child dies, the registered person must without delay notify— HMCI; the placing authority; the Secretary of State (if the Secretary of State is not the placing authority); the local authority in whose area the children's home is located (if that local authority is not the placing authority); the clinical commissioning group (as defined in section 14D of the National Health Service Act 2006) for the area in which the home is located; if the child was accommodated in a secure children's home, the Prisons and Probation Ombudsman for England and Wales ("the PPO"); and each other relevant person. 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;	30 April 2023

there is an allegation of abuse against the home or a person working there;

a child protection enquiry involving a child — is instigated; or 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 (1)(a)(b)(c)(d)(e)(f)(g)(4)(a)(b)(c)(d)(i)(ii)(e))

The manager must ensure that notifications of serious events are sent to the regulatory body within timescales.

Recommendation

- The registered person should ensure that the home is a nurturing environment that meets the needs of the children. In particular, ensure that the damage in the main bathroom is repaired and that it is maintained to a good standard. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)

Children's home details

Unique reference number: 2650948

Provision sub-type: Children's home

Registered provider: Ubuntu Group Limited

Registered provider address: 28 Christie Way, Wellington, Telford TF1 2GJ

Responsible individual: John Leachman

Registered manager: Craig Heath

Inspector

Marianne Grandfield, Social Care Inspector

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