

SC005067

Registered provider: Esland North Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is run by a private organisation and provides medium- to long-term care and accommodation for up to six young people aged between 10 and 17, who self-harm, exhibit violence and aggression, go missing from care and are vulnerable to child sexual exploitation. The registered manager is suitably qualified.

Inspection date: 20 March 2019

Judgement at last inspection: good

Date of last inspection: 29 August 2018

Enforcement action since last inspection: none

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged good at the last full inspection. At the interim inspection, Ofsted judges that it has sustained effectiveness.

Young people are happy and settled. They continue to experience warm and trusting relationships with staff. Generally, they benefit from a comfortable and welcoming environment and enjoy personalising their bedrooms. The addition of a pet rabbit has also added to the homely feel. However, staff do not always keep the kitchen appliances clean and the bathroom requires redecoration.

Staff encourage and support young people to engage in a range of stimulating activities and support young people to develop their interests. For example, one young person is particularly keen on walking in the countryside.

All the young people are engaging in education and are making progress. One young person,

who had been permanently excluded from school prior to this placement, is now attending mainstream school, is enjoying the work and has made new friends. Young people make progress in managing their emotions and behaviour. Their independence skills and personal hygiene improve. One young person has stopped smoking, which is a significant achievement.

Dedicated staff ensure that young people's needs are identified and met. Staff provide consistent care through good routines and boundaries. Young people are confident that staff listen to them and take their concerns seriously.

The newly registered manager works hard to drive up standards of care for young people. She is currently undertaking her level 5 qualification and is supporting several staff to complete their level 3 diplomas. Staff said that she provides them with strong support and leadership.

The registered manager provides staff with opportunities to develop their skills, for example through the introduction of key-work groups. Each young person now has three key-workers, who work together to share information and update risk assessments with the support of a senior worker. Young people like this new approach and staff feel more involved in decision making. Staff demonstrate an in-depth knowledge and understanding of the young people's needs.

Staff keep young people safe. The number of incidents has reduced for most young people since the last inspection. The registered manager diligently reviews incidents and debriefs staff to ensure that they reflect on the effectiveness of their responses and what could be done differently in the future. When young people go missing, staff search for them, follow procedures and liaise with the police and placing authorities. Staff understand the links between going missing, internet safety and child sexual exploitation and undertake key-work with young people to discuss these subjects.

During one incident, when a young person was being extremely violent towards staff, a staff member used a hold to physically redirect the young person. He had not been trained to use this hold. The intervention was effective and did not cause harm to the young person. However, the registered manager needs to ensure that staff undertake physical interventions in keeping with training and policy.

The home is well managed. The registered manager regularly monitors and evaluates the effectiveness of young people's plans. Staff work with family members and a range of professionals effectively. The registered manager responded positively to the requirements from the last inspection. She now confidently challenges other professionals and writes more robust risk assessments.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/08/2018	Full	Good

30/05/2017	Full	Requires improvement to be good
31/01/2017	Interim	Sustained effectiveness
17/05/2016	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, 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 requires the registered person to ensure that staff are familiar with, and act in accordance with, the home's child protection policies. (Regulation 12(1)(2)(a)(vii)) This is with reference to staff only using approved restraint holds in keeping with training and policy.	29/03/2019

Recommendations

- Many children placed in homes may undergo a difficult transition and what should be simple aspects of their care take on a substantial significance in this context. Staff should provide a nurturing environment that is welcoming, supportive, and which provides appropriate boundaries in relation to their behaviour. Homes must also meet children's basic day to day needs and physical necessities. Staff should seek to meet the child's basic needs in the way that a good parent would, recognising that many children in residential care have experienced environments where these needs have not been consistently met – doing so is an important aspect of demonstrating that the staff care for the child and value them as an individual. ('Guide to the children's homes regulations including the quality standards', page 15, paragraph 3.7)

This is with reference to ensuring that kitchen appliances are kept clean and hygienic. Also, the children's bathroom walls need repainting.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

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: SC005067

Provision sub-type: Children's home

Registered provider: Esland North Limited

Registered provider address: Suites 1 & 5, Riverside Business Centre, Foundry Lane, Milford, Belper, Derbyshire DE56 0RN

Responsible individual: Lyndsey Sim

Registered manager: Lydia Harris

Inspector

Louise Whittle, social care inspector

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