

SC010699

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

A private provider operates the home. The home provides care for up to five children with social and emotional difficulties.

The manager registered with Ofsted in May 2018.

Inspection date: 12 April 2022

This monitoring visit

The home was judged as requires improvement to be good at a full inspection on 25 August 2021 and judged to have declined in effectiveness at an interim inspection on 16 December 2021. A monitoring visit was carried out on 19 January 2022 due to concerns relating to an increase in police callouts to the home and increasing concerns emerging from safeguarding notifications. The findings of the monitoring visit resulted in a restriction of accommodation notice being issued. A further visit took place on 23 February which identified that, while some progress had been made, this was not sufficient for the restriction notice to be varied or lifted.

At the time of this visit, one child was living at the home.

The registered manager has shown an impressive determination to address the requirements raised at the previous inspection. The findings from this inspection have resulted in the restriction notice being lifted.

A significant amount of work has gone into the home's response to bullying. Focused work on bullying has taken place with the child in placement, training has taken place with the staff team and a new clear anti-bullying policy is in place. This has created an impetus in protecting children from the impact of bullying which was not previously evident.

The child in placement is clearly making good progress and any rare incidents of being missing from care have been responded to effectively. There is evidence of clear efforts being made by staff to remain in contact with a missing child and they take into consideration the reasons why a child has been missing. This helps to keep children safe.

The home's safeguarding policy has been revised and is significantly improved. The roles and responsibilities of staff in helping to keep children safe are now clearly defined.

Work has been done in relation to managing children's complaints. The children's guide informs children of the complaints process and work has been undertaken with staff to clarify the process. Consequently, children's voices in relation to the quality of their care are heard.

The training matrix is complete and identifies relevant training to help staff to care for children effectively. Some training courses are still to be completed but dates have been set for this and there is management oversight to ensure that they are completed.

Recordings in the logbook and children's records are now clearly signed and dated. The manager is aware of the need for children's daily records to include more information in relation to their feelings and thoughts throughout the day.

Risk assessments are routinely updated in response to any changes in children's circumstances or any increasing risks. While there are clear improvements, risk assessments need further clarity about what action is to be taken to help to keep children safe.

Progress has been made in the recording of sanctions and the actions taken by staff following incidents. The manager has evaluated effectively the impact of any recent sanctions to determine if they are making a difference to children's behaviour.

Leaders, managers and staff continue to work well with partner agencies. Partners report positive, constructive collaborative working that helps to meet children's needs.

Some progress has been made in relation to the effective recording of recruitment activity. However, there is still a need to ensure that any gaps in employment history are accounted for at the recruitment stage. Furthermore, managers need to demonstrate that they have reviewed and verified references to confirm that they do not contain any information that would deem applicants to be unsuitable to work with children.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/12/2021	Interim	Declined in effectiveness
25/08/2021	Full	Requires improvement to be good
30/10/2019	Full	Requires improvement to be good
10/07/2019	Full	Inadequate

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 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; 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)) In particular, leaders and managers must ensure that staff recruitment files are complete in line with matters in Schedule 2, namely, analysis of recent employer references and full employment histories, including a satisfactory explanation of any gaps in employment. This requirement was made at the last inspection and is restated.	5 June 2022

Recommendations

- The registered person should ensure that information in 'grab packs' for when children go missing is updated in light of any significant events or changes in circumstances. ('Guide to the Children's Homes Regulations, including the quality standards', page 45, paragraph 9.28)
- The registered person should ensure that day-to-day records about children include more detail about children's lived experiences, such as their wishes and feelings. ('Guide to the Children's Homes Regulations, including the quality standards', page 22, paragraph 4.11)

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

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

Children's home details

Unique reference number: SC010699

Provision sub-type: Children's home

Responsible individual: Dawnette Legister

Registered manager: Simonette Sehindemi

Inspector

Andy Whippey, Social Care Inspector

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