

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: 23 February 2022

This monitoring visit

The home was judged as requires improvement to be good 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.

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

There has been some progress made in response to the requirements raised at the last monitoring visit and the shortfalls identified in the restriction of accommodation notice. Some of the requirements, which were repeated requirements from the interim inspection, continue to not be met.

Children's case records continue to contain limited information and do not give a clear insight into children's daily lives. Children's records are not written in a way that is meaningful to them.

The home's bullying policy is not sufficiently robust. The bullying policy does not clearly identify all forms of bullying or intimidation and the response when any incidents of bullying are identified or suspected. Direct work with children relating to the impact of bullying is not evident and the rewards and sanctions policy is insufficiently linked to incidents of bullying.

The training matrix is incomplete and does not provide an up-to-date picture of the training that staff have undertaken. There is no evaluation evident of the current and future training needs for staff to help them to meet the needs of children.

Progress is being made in the better recording of sanctions and the actions to be taken. However, the manager does not evaluate the effectiveness of sanctions. This does not demonstrate that sanctions are appropriate and making a difference to children's behaviour.

Risk assessments are now updated following any incidents. However, they do not clearly demonstrate the actions that staff should take to minimise any further risks to children. When assessments are updated, there is no effective system to ensure that all staff have reviewed them and are aware of the changes and actions they should take to protect children.

The home's safeguarding policy is out of date and refers to legislation which is no longer relevant. Furthermore, the policy does not identify safeguarding risks relating to exploitation or sufficiently identify behaviours which may be indicative of abuse or exploitation. There is a lack of focus on professional curiosity in the policy to help staff to understand and evaluate any potential or actual risks to children.

While improvements in the frequency of supervision are evident, supervision does not have sufficient focus on staff's work with children. Furthermore, supervision does not consider how staff can develop their skills to help them to understand and meet the needs of children.

Leaders, managers and staff work well with partner agencies. Partners report positive, constructive collaborative working that helps to meet children's needs. Improvements have been made to the decor of the home, and the home now presents as a more welcoming and homely environment.

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 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; 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. (Regulation 13 (1)(a)(b) (2)(a)(b)(c)(d)(e)) In particular, leaders and managers must ensure that all staff undertake the necessary training to fulfil their roles. This requirement was made at the last inspection and is restated.	5 April 2022
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—	5 April 2022

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)(b)) In particular, leaders and managers must ensure that children are reported missing from care in line with their care and safety plans. This requirement was made at the last inspection and is restated.	
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, 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 April 2022

The registered person must ensure that all employees— undertake appropriate continuing professional development; receive practice-related supervision by a person with appropriate experience; and have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(a)(b)(c)) In particular, leaders and managers must ensure that staff supervision is undertaken in line with the home's supervision policy. This requirement was made at the last inspection and is restated.	5 April 2022
Schedule 4 sets out the other information that the registered person must keep in relation to a children's home. The registered person must— maintain in the home the records in Schedule 4; ensure that the records are kept up to date; and retain the records for at least 15 years from the date of the last entry. (Regulation 37 (1) (2)(a)(b)(c)) In particular, leaders and managers must ensure that children's addresses prior to arrival at the home and their discharge addresses when they leave are recorded. This requirement was made at the last inspection and is restated.	5 April 2022
The children's views, wishes and feelings standard is that children receive care from staff who— develop positive relationships with them; engage with them; and	5 April 2022

take their views, wishes and feelings into account in relation to matters affecting the children's care and welfare and their lives. In particular, the standard in paragraph (1) requires the registered person to— ensure that an explanation is given to each child as soon as reasonably practicable after the child's arrival about— how to make a complaint or representations in relation to the home or the care the child receives and how any such complaint or representations will be dealt with. (Regulation 7 (1)(a)(b)(c) (2)(d)(ii)) This requirement was made at the last inspection and is restated.	
The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust; an understanding about acceptable behaviour; In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— de-escalate confrontations with or between children, or potentially violent behaviour by children; understand and communicate to children that bullying is unacceptable; and have the skills to recognise incidents or indications of bullying and how to deal with them. (Regulation 11 (1)(a)(b) (2)(a)(xi)(xii)(xiii))	5 April 2022
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—	5 April 2022

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; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; 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)(v)(b))	
The care planning standard is that children— receive effectively planned care in or through the children's home; and have a positive experience of arriving at or moving on from the home. (Regulation 14 (1)(a)(b))	5 April 2022
The registered person must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the name of the child; details of the child's behaviour leading to the use of the measure; the date, time and location of the use of the measure; a description of the measure and its duration; details of any methods used or steps taken to avoid the need to use the measure; the name of the person who used the measure ("the user"), and of any other person present when the measure was used; the effectiveness and any consequences of the use of the measure; and	5 April 2022

within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")—

has spoken to the user about the measure; and

has signed the record to confirm it is accurate; and

within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure.

(Regulation 35 (3)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(b)(i)(ii)(c))

In particular, sanctions must be recorded appropriately, children must have the opportunity to comment on sanctions used and the manager must evaluate the effectiveness of sanctions.

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

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit

www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2022