

SC016600

Registered provider: Bridge Communities Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The provider states in its statement of purpose that the home provides care for a maximum of five children with social and emotional difficulties.

The manager has been registered with Ofsted since 31 March 2007.

Inspection dates: 13 and 14 September 2022

Overall experiences and progress of children and young people, taking into account **good**

How well children and young people are helped and protected **good**

The effectiveness of leaders and managers **requires improvement to be good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 14 September 2021

Overall judgement at last inspection: improved effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/09/2021	Interim	Improved effectiveness
10/05/2021	Full	Requires improvement to be good
30/12/2019	Full	Good
10/09/2019	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

Staff are nurturing and supportive in their care of children at this home because they understand the impact of children's past trauma. Children benefit from close relationships with staff who spend time with them to build trust and help them share their experiences and worries.

Children are helped by staff to access routine appointments, including dental and optician appointments, to maintain their general health. However, while staff make efforts to talk with children about contraception and to encourage them to attend appointments to check their sexual health, not enough work is being done to help children use contraception and to understand the consequences of not doing so on their lives in the longer term.

Children are encouraged to have fun at this home and to try new activities, such as street dance, horse showing and go-karting, to develop their confidence and self-esteem. Staff assist children in learning how to cook, to be more adventurous with food and to explore baking cakes as a means of developing independence skills.

Children live in a large, period-style property that has been decorated to a good standard. It is comfortable, with lots of bright, soft furnishings, plants and artwork. Children's bedrooms are decorated to their taste with neutral colours and personal furnishings of their choice.

How well children and young people are helped and protected: good

Since the previous inspection, there have been no allegations or complaints against staff. Staff at this children's home understand the impact that using restraint can have on children and use other approaches, including verbal reassurance and time away, to manage incidents of aggression. Since the previous inspection, there has been no use of restraint.

Safer recruitment records are strong. Managers make sure that all necessary identification, and Disclosure and Barring Service (DBS) and reference checks are held on file. Staff members' previous employment history and any gaps in employment are reviewed in detail and verified by managers.

Staff understand the risks to children outside the home from issues such as being missing from care, cannabis use, sexual and emotional health, and exploitation. However, risk assessments, behaviour management plans and some care plans do not provide enough practical guidance to enable staff to respond consistently to children's needs.

The effectiveness of leaders and managers: requires improvement to be good

Improvements have been noted in the quality of care provided to children since the previous inspection. However, one requirement since the previous inspection is not fully met because some children's plans and risk assessments need further clarity to help staff respond to those children's individual needs.

The registered manager and responsible individual have not ensured that the statement of purpose is suitably updated. It does not demonstrate how children will be cared for in an emergency, or include arrangements for staff supervision, how competence in the use of restraint is tested, nor the approach to the monitoring and surveillance of children in this home.

The most recent evaluation of the quality of care completed at this home by the registered manager is overly descriptive. It does not properly evaluate areas for improvement or reflect sufficiently on the quality of care provided to children. Subsequent actions are not SMART (specific, measurable, achievable, relevant and timebound) to enable effective monitoring and to track progress in this home.

The registered manager does not ensure that there is written oversight of records, including for missing-from-home and other significant incidents, to review concerns and strengthen staff practice, including in the quality of some written records. This does not enable consistency of care or improve outcomes for children. Many records at this home are not signed and dated by the registered manager.

Staff enjoy working at this home and feel supported by managers and team members alike. Staff have suitable qualifications for their roles and there is close oversight of training schedules and staff personal development plans so that staff are up to date with mandatory and specialised training. Professionals gave positive feedback about the care and protection provided to children at this home by staff. Social workers are satisfied by the frequency and the quality of communications from managers about children's needs.

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 health and well-being standard is that— the health and well-being needs of children are met; children receive advice, services and support in relation to their health and well-being. (Regulation 10 (1)(a)(b)) This is in relation to ensuring that children receive more support to understand the use of contraception to help protect them from future harm.	14 October 2022
In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— meet each child's behavioural and emotional needs, as set out in the child's relevant plans; (Regulation 11(2)(a)(i)) This is in relation to ensuring that risk assessments, behaviour management and care plans include specific practice guidance for staff about how to support children with issues such as cannabis use, and with sexual health support and how to reduce risks outside the home.	14 October 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—	14 October 2022

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; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(f)(h)) This is in relation to updating the statement of purpose, ensuring that there is a written record of managerial oversight of records of significant incidents, including missing-from-care incidents, and evaluations of the quality of care in the Regulation 45 report to enable progress in, and reflection about, the care provided.	
The registered person must maintain records ("case records") for each child which— include the information and documents listed in Schedule 3 in relation to each child; are kept up to date; and are signed and dated by the author of each entry. (Regulation 36 (1)(a)(b)(c)) The registered manager needs to ensure that key documents, including care plans, risk management plans and records of significant incidents, are signed and dated.	14 October 2022

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, 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: SC016600

Provision sub-type: Children's home

Registered provider: Bridge Communities Limited

Registered provider address: Sutton Dipple, 8 Wheelwrights Corner, Cossack Square, Nailsworth, Stroud, Gloucestershire GL6 0DB

Responsible individual: Joanne Scott

Registered manager: Sarah Womersley

Inspector

Anna Gravelle, His Majesty's Inspector, Social Care

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