

SC016600

Registered provider: Bridge Communities Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is owned by a private provider. It is registered for up to five children aged up to 18 who have experienced adverse childhood experiences that have led to associated trauma and presenting complex behaviours.

The manager has been in post since 2007.

Inspection dates: 30 to 31 December 2019

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 **Good**

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

Date of last inspection: 10 September 2019

Overall judgement at last inspection: inadequate

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/09/2019	Full	Inadequate
23/08/2018	Full	Good
29/11/2017	Full	Good
08/03/2017	Interim	Sustained effectiveness

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 ensure that an individual who works in the home in a care role has the appropriate qualification, which is— the Level 3 diploma for residential childcare (England) ('the Level 3 diploma'); or a qualification which the registered person considers to be equivalent to the Level 3 diploma, by the relevant date. (Regulation 32(4)(5))	28/02/2020

Recommendations

- Progress in education can be measured and evidenced in various ways, including but not limited to: success in academic, vocational and other awards and qualifications; other formal attainment tests that are part of national assessment arrangements; and teachers' ongoing assessments. Measurements of progress should include qualitative information such as how well the child is being prepared for their next stage of education, training or employment, and quantitative data where available. Other metrics can also be taken into account such as rewards and recognition of achievements, improvements in attendance and, where appropriate, reduction in behavioural incidents including exclusion. The child's personal circumstances, individual needs and educational history are relevant in considering what might constitute progress; but should not limit aspirations for them. ('Guide to the children's homes regulations including the quality standards', page 26, paragraph 5.2)
- The Care Planning Regulations set out that the responsible local authority (meaning the local authority that looks after the child) must make sure that its looked-after children are provided with appropriate healthcare services. The health of looked-after children must be assessed at regular intervals and the child's care plan must include an individual health plan setting out the approach that the placing authority will follow, and the desired outcomes required to meet the child's health needs. These outcomes, recorded in the health plan, will be the basis on which the registered person will be expected to meet regulation 10(2)(a)(i) in the health and well-being standard for each looked-after child in

their care. Details of the local authority's responsibilities for the health of its looked-after children are set out in Children Act 1989: Care planning, placement and case review. ('Guide to the children's homes regulations including the quality standards', page 33, paragraph 7.4)

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, young people have made progress with their education, health and social interaction. For example, one young person has passed her entry level 3 functional skills mathematics exam and will start school in January. Another young person has completed a further course in beauty and has plans to do further spray tan training in January. However, one young person is not yet completing her daily online education requirements. This could affect her life chances and future development.

Staff ensure that the home is a warm and nurturing place for young people to experience consistent routines and family experiences. For example, the home is decorated with a large, real tree for Christmas and the manager and responsible individual cooked the Christmas dinner. Managers ensured that young people's family members visited on Christmas Day, while others were assisted by staff to visit their families at their homes.

Young people have made progress with their health needs. Since the last inspection, managers and staff have been creative in ensuring that health assessments have taken place for two young people. One young person who was resistant to medical input has now visited the dentist and opticians. One young person is consistently attending therapy sessions paid for by the responsible individual to help with her anxiety and confidence. However, two young people have cancelled their optician appointments. This could cause them issues in the future if these checks are not maintained.

Staff ensure that young people are offered a variety of opportunities and activities outside of the home. Young people particularly enjoy shopping, visiting friends, going to the cinema, cooking with staff and having their nails done. Staff recently took two young people to the Ninja Warrior adventure park and one young person has a new rabbit. The individual activities and support offered from staff enable young people to develop their self-esteem and emotional needs.

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

Since the previous inspection, there have been no complaints or allegations about staff. Staff and managers have worked hard to ensure that young people have not been missing from the home. The manager has worked hard to ensure that decision-making for young people's time in the community is in partnership with placing authorities and parents.

Young people shared with the inspector during this inspection that they were happy and did not have any worries. Staff do not use physical restraint at this home and believe in

giving young people time to calm and aim to resolve issues before they escalate.

Staff understand safeguarding processes and have received updated training to ensure that young people are protected. For example, since the last monitoring visit staff have received updated training about the risks of child sexual exploitation and county lines.

The effectiveness of leaders and managers: good

The manager and responsible individual have worked hard to reflect on the quality of care provided and have given clear guidance about their expectations of staff to increase the quality of provision in the home. Staff describe the manager as exceptionally supportive and approachable.

Since the last inspection, staff have received regular, high-quality supervision that focuses on the needs of children. Supervision notes include decision-making and follow-up actions for review. Subsequently, the manager can ensure that high-quality care is maintained for young people living at this home.

Staff benefit from regular and meaningful team meetings. They focus on discussing concerns about practice and the care provided to young people. Managers ensure that meetings are used as an opportunity for honest discussion. As a result, staff discuss ideas and different ways of working to improve outcomes for young people.

Monitoring and review systems have improved and effective systems are now in place. For example, all staff are now up to date with mandatory training and there is an organised system in place to review staff training needs. However, three staff have not been enrolled on the level 3 diploma for residential childcare which could mean that staff lack the necessary qualifications and skills needed for their roles. However, the responsible individual is in the process of addressing this shortfall.

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.

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, social care inspector

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