

SC020193

Registered provider: The SENAD Group Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home provides care for up to 25 children with severe learning disabilities and autism spectrum disorder and who display associated challenging behaviour.

The manager is not yet registered with Ofsted.

Inspection date: 30 June 2022

This monitoring visit

This children's home was judged inadequate at the full inspection on 23 and 24 May 2022. This monitoring visit is to judge whether the compliance actions set following the inadequate judgement have been met.

Following that inspection, several statutory requirements were set, together with compliance notices in relation to safeguarding children and leadership and management. A restriction of accommodation notice was also issued. This monitoring visit found that some progress has been made. However, the compliance notices have not been met in their entirety. These have been restated and the restriction notice remains.

Risk assessments fail to give staff a clear understanding of children's needs and vulnerabilities, including the consideration of their previously known risks. For example, one child was targeting another child and a lack of guidance for staff resulted in the child feeling frightened. Another risk assessment failed to provide guidance to staff on how to manage a known risk associated with a child climbing and placing themselves at risk.

Opportunities for children to undertake activities continue to require further improvement. This is impacting on the development of children's social skills. One

child now has increased anxiety when activities are offered and this affects his ability to regulate his behaviours away from the home.

Staffing levels remain fragile. There are still occasions when children do not have their identified staffing ratios. This has, at times, left staff feeling unsafe and impacted on morale. As a direct result, some staff have felt deflated.

There is an inconsistent approach to behaviour management. A core group of staff know the children well. They are confident in implementing behaviour management strategies. However, less experienced staff are not yet confident in this area. This impacts staff's ability to work consistently as a team and in line with children's plans.

Leaders and managers are supporting staff to develop their skills and knowledge. Staff have completed the required mandatory training, including communication training. This is equipping them to communicate effectively with children and better understand the needs of children.

The home is now in a good state of repair. All maintenance works have been completed. The children can enjoy a warm, inviting and clean environment. A beautiful cafe area has been created in the main building, where children are able to spend time with one another and their families. This develops children's sense of belonging and comfort.

Leaders and managers understand the areas that require improvement. They have implemented an action plan to address these areas and make the required changes. The numbers of children remain relatively low, to give managers and staff the opportunity to make the improvements required and get the home back on a progress trajectory.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/05/2022	Full	Inadequate
24/08/2021	Full	Good
21/01/2020	Interim	Improved effectiveness
09/04/2019	Full	Requires improvement to be 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 children's views, wishes and feelings standard is that children receive care from staff who— develop positive relationships with them; engage with them; and 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 staff— ascertain and consider each child's views, wishes and feelings, and balance these against what they judge to be in the child's best interests when making decisions about the child's care and welfare; help each child to express views, wishes and feelings; help each child to understand how the child's views, wishes and feelings have been taken into account and give the child reasons for decisions in relation to the child; regularly consult children, and seek their feedback, about the quality of the home's care; help each child to understand how the child's privacy will be respected and the circumstances when it may have to be limited; help each child to prepare for any review of the child's relevant plans and to make the child's views, wishes and feelings known for the purposes of that review; and	14 August 2022

make each child aware of and, if necessary, remind them of each of the matters in sub-paragraph (d)(i) to (iii); ensure that each child— is enabled to provide feedback to, and raise issues with, a relevant person about the support and services that the child receives; is given appropriate advocacy support; keep the children’s guide and the home’s complaints procedure under review and seek children’s comments before revising either document; ensure that an explanation is given to each child as soon as reasonably practicable after the child’s arrival about— what advocacy support or services are available to the child, how the child may access that support or those services and any entitlement the child may have to independent advocacy provision; and ensure that the views of each relevant person are taken into account, so far as reasonably practicable, before making a decision about the care or welfare of a child. (Regulation 7 (1)(a)(b)(c) (2)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(b)(i)(iii)(c)(d)(iii)(e))	
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; and positive responses to other children and adults. 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; help each child to develop socially aware behaviour;	14 August 2022

encourage each child to take responsibility for the child's behaviour, in accordance with the child's age and understanding; help each child to develop and practise skills to resolve conflicts positively and without harm to anyone; communicate to each child expectations about the child's behaviour and ensure that the child understands those expectations in accordance with the child's age and understanding; help each child to understand, in a way that is appropriate according to the child's age and understanding, personal, sexual and social relationships, and how those relationships can be supportive or harmful; help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship; strive to gain each child's respect and trust; are provided with supervision and support to enable them to understand and manage their own feelings and responses to the behaviour and emotions of children, and to help children to do the same; 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; and that each child is encouraged to build and maintain positive relationships with others. (Regulation 11 (1)(a)(b)(c) (2)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(x)(xi)(xii)(xiii)(b)	
*The protection of children standard is that children are protected from harm and enabled to keep themselves safe.	14 August 2022

In particular, the standard in paragraph (1) requires the registered person to ensure: that staff— 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; have the skills to identify and act upon signs that a child is at risk of harm; manage relationships between children to prevent them from harming each other; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child’s welfare; and are familiar with, and act in accordance with, the home’s child protection policies; 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; that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child’s health; and that the effectiveness of the home’s child protection policies is monitored regularly. (Regulation 12 (1) (2)(a)(i)(iii)(iv)(v)(vi)(b)(d)(e))	
*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.	14 August 2022

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; 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; demonstrate that practice in the home is informed and improved by taking into account and acting on: feedback on the experiences of children, including complaints received; and 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)(b)(c)(d)(e)(f)(g)(ii)(h))	
The registered person must prepare and implement a policy ("the behaviour management policy") which sets out— how appropriate behaviour is to be promoted in the children's home; and the measures of control, discipline and restraint which may be used in relation to children in the home. The registered person must ensure that— a description of the measure and its duration;	14 August 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"—	
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has spoken to the user about the measure. (Regulation 35 (1)(a)(b) (3)(a)(iv)(b)(i))	
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*These requirements are subject to a compliance notice.

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: SC020193

Provision sub-type: Residential special school

Registered provider: The SENAD Group Limited

Registered provider address: SENAD Group Ltd, 1 St Georges House, Vernon Gate, Derby DE1 1UQ

Responsible individual: Mark Flynn

Registered manager: Post vacant

Inspectors

Zoey Lee, Social Care Inspector

Bev Allison, Social Care Inspector

Caroline Brailsford, Regulatory Inspection Manager

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