

SC034301

Bristol City Council

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This children's home is operated by a local authority, and is registered to provide care and accommodation for up to five young people who have emotional and/or behavioural care needs.

Inspection date: 12 March 2018

This monitoring visit

This monitoring visit follows the interim inspection that took place on 16 January 2018, when the home was found to have declined in effectiveness. At that inspection, serious concerns were found in relation to the leadership and management of the home and the safety of the young people living at the home.

Since the last inspection, the registered manager has left the home. A new manager has been appointed. This manager will shortly be starting work at the home. In the interim period, a senior manager is in day-to-day control of the home, with the support of the assistant manager. This arrangement is providing strong leadership and direction for the staff. A comprehensive action plan was made following the previous inspection. All requirements made at the previous inspection are now met.

Regular team meetings are now taking place. At these meetings, a change in the culture of the home is being discussed and individual members of staff are now taking responsibility for completing specific tasks. They are becoming champions in specific areas of work, such as ensuring that records are kept up to date.

The staff report that supervision is now taking place regularly, which supports reflective practice, performance management and training needs. The staff report that there is now a different culture at the home, and all staff members are clear about their roles and responsibilities.

Behaviour management plans for all the young people living at the home have been reviewed. Protocols are now in place for the staff to follow, to ensure that behaviour

is managed safely and consistently. These plans are being reviewed monthly or as needed by the staff, who undertake this task with the young person. Incidents between young people, and incidents of young people going missing from the home, have been reduced. The staff are no longer relying on physical intervention to manage the behaviour of the young people.

The locks on the internal doors have been removed. This ensures that the staff are not able to lock rooms to manage the behaviour of the young people.

Individual risk assessments for the young people have been reviewed and updated. A new safeguarding protocol has been developed and implemented for the staff to follow if there is a concern about the welfare of a young person. One retrospective referral has been made to safeguarding professionals, and the incident notified to Ofsted.

All serious incidents are now being notified to Ofsted, as required by the regulations. The managers are monitoring the team's responses to incidents and reports to ensure that appropriate safeguarding action has been undertaken.

One member of staff spoken with reported: 'Things have moved on a lot. Lots of improvements, I can see changes. Staff morale is better. We are working as a strong team and support each other.'

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/01/2018	Interim	Declined in effectiveness
29/07/2016	Full	Requires improvement
31/05/2016	Full	Inadequate
17/03/2016	Interim	Sustained effectiveness
08/09/2015	Full	Good

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: SC034301

Provision sub-type: children's home

Registered provider: Bristol City Council

Registered provider address: City Hall, College Green, Bristol BS1 5TR

Responsible individual: James Beardall

Registered manager: post vacant

Inspector

Tina Maddison, social care inspector

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