

SC035428

Registered provider: Lancashire County Council

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This local authority home provides short-term care for one child who may have social and/or emotional difficulties and/or physical disabilities.

The manager registered with Ofsted in April 2022.

Inspection dates: 25 and 26 January 2023

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 18 October 2022

Overall judgement at last inspection: inadequate

Enforcement action since last inspection:

All compliance notices were judged to be met at a monitoring visit on 29 November 2022.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/10/2022	Full	Inadequate
07/12/2021	Full	Good
17/08/2021	Full	Inadequate
22/06/2021	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

There is one child living in the home. The child is continuing to make progress from their starting points. Effective care planning and multi-agency partnership ensure that the child is supported to access specialist services that meet their individual complex needs. This means that the child is receiving personalised care.

The manager and staff know the child well. The child is building trusting relationships with staff and is accepting the support and guidance provided. This is encouraging the child to build positive attachments. The child has written a letter to the inspector, which says, 'I love my home and everyone in it. I am happy in my home and wouldn't change a thing.'

The child attends education that is tailored to meet their individual needs. The child is progressing well with their learning and has increased their hours of education. Their attendance is high, and they engage well with the educational tutor. This is supporting the child's learning opportunities.

The child is supported to understand their behaviours through an established therapeutic service. The child has made progress in managing their emotions and behaviours, and significant incidents have reduced. This demonstrates that this service is being effective. Furthermore, the child, who was unable to attend certain activities in the community, has now progressed to attending community-based activities with staff. This supports the child in developing their social skills, confidence and emotional well-being.

Occupational therapy has supported the manager to make adaptations for the child living in the home. These changes have supported the child's independence in being able to move around the home without the help of staff. Furthermore, the manager has made some improvements to the home's internal decor, and the child has been involved in painting their bedroom and creating murals in their room. This has enabled the child to personalise their room in a creative manner.

Staff work closely with birth families to strengthen and repair relationships. Family time is supported, both within and outside of the home. The child benefits from this family time.

A requirement that was made at the last inspection remains unmet because no children have been admitted to the home since the last inspection.

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

Up-to-date risk assessments address any known risks and emerging risks effectively and set out what action should be taken to manage these risks. Behaviour management plans provide clear and effective strategies for reducing risks to the

child. Investigations into allegations are shared with the appropriate agencies quickly and in accordance with statutory guidance. This supports and protects the child.

Specialist services are used to keep the child safe, and they work interchangeably, whereby risks are shared, understood and managed well. Staff and therapists coordinate a joint approach to ensure that the child also understands these risks.

The home's health and safety practices now identify the risks posed by the physical environment, and have taken action to remove these. This has resulted in a significant reduction in hospital admissions for the child, who self-harms.

Medication is safely stored, and records show that staff understand how to administer, check and record medication safely. This ensures that the child receives the correct medication at the appropriate times and contributes to the child's overall well-being, health and safety.

Staff receive training to build their skills and knowledge, particularly around safeguarding. However, there has been a shortfall in providing specific training for staff to manage one of the child's behaviours. This training could reduce actual harm or the risk of harm to the child and staff. A requirement has been made to address this shortfall.

The effectiveness of leaders and managers: good

The home is managed by a suitability qualified manager who is motivated, passionate and child-centred. She has a wealth of experience and is well respected by her team. She leads by example.

Staff receive support through monthly team meetings, group supervision and regular team consultation meetings with therapists. These meetings are used to reflect on practice and lessons learned to improve outcomes for the child.

Staff have regular supervision sessions that focus on supporting staff's ongoing development. The manager is invested in staff's well-being, and this is reflected in appraisals, which include both performance development and wellness action plans. This boosts staff morale.

Feedback from other professionals is complimentary of the care provided to the child, and the progress they are making is recognised. Social worker, therapist and independent reviewing officer benefit from regular communication and weekly reports.

The manager's oversight of the home is good, and there is regular monitoring of the quality of care provided. The registered person should ensure that the appointed independent person is supported to make a rigorous and impartial assessment of the home.

There is a shortfall in some of the staff team completing the relevant childcare qualification in line with the expected timescale.

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— ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b) (2)(c)) In particular, ensure that all staff receive training on sexually harmful behaviour to help reduce actual harm or the risk of harm to children and staff.	15 March 2023
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. In particular, the standard in paragraph (1) requires the registered person to ensure— that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home's statement of purpose; that each child's relevant plans are followed. (Regulation 14 (1)(a)(b) (2)(a)(c))	15 March 2023

This is a repeated requirement as no children have been admitted to the home since the last inspection.	
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 has the appropriate experience, qualification and skills for the work that the individual is to perform. For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained— 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. The relevant date is— in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home. (Regulation 32 (1) (2)(a)(b) (3)(b) (4)(a)(b) (5)(a)) In particular, ensure that all staff who are now outside of this timeframe are supported to complete this diploma.	15 March 2023

Recommendation

- The registered person should ensure that any individual who is appointed to carry out visits to the home as an independent person makes a rigorous and impartial assessment of the home's arrangements for safeguarding and promoting the welfare of the children in the home's care. ('Guide to the Children's Homes Regulations, including the quality standards', page 65, paragraph 15.5)

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: SC035428

Provision sub-type: Children's home

Registered provider: Lancashire County Council

Registered provider address: PO Box 78, Preston PR1 8XJ

Responsible individual: Gwyneth Monk

Registered manager: Jeanette O'Neill

Inspector

Nicola Clements, Social Care Inspector

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