

Children's homes – Monitoring visit

Inspection date	30/06/2016
Unique reference number	SC035477
Type of inspection	Monitoring
Inspector	Jackie Line

This monitoring visit.

A full inspection was carried out on 18 and 20 May 2016 and the home was judged to be inadequate. Significant failings were found including poor behaviour management, a failure by staff to help young people to identify and manage potentially damaging peer relationships, poor safeguarding practice, education shortfalls relating to some young people, the home operating outside of its statement of purpose and weaknesses in leadership and management. As a result, four compliance notices were issued on 27 May 2016.

An unannounced monitoring inspection was undertaken on 30 June 2016 to monitor all four compliance notices.

This inspection found that steps have been taken to promote the educational needs of young people. Staff have created a more positive learning environment at the home, and routines and structures in place support young people's engagement in educational activity when they refuse to attend school. Some young people's attendance at school has not yet increased, but the work being done at the home is helping young people to build their confidence and increase their motivation. These steps will equip and enable young people to return to school in line with their plans.

Action has been taken to address the safety and welfare needs of young people. A review of risk assessments and individual behaviour support plans means that they now contain up-to-date information and clear guidance to staff. Consequently, staff respond consistently and more effectively when young people present challenging and risky behaviour. As a result, incidents of going missing, night-time disturbances and damage caused to the home have reduced significantly. Furthermore, staff and managers take account of information from return interviews on the occasions when young people do go missing. They use this to inform risk assessments. Improved safeguarding practice and behaviour management promote the safety and welfare of young people.

This inspection identified improvements in some aspects of leadership and management. Steps have been taken to ensure that the home operates in accordance with its statement of purpose. For example, team meetings take place and staff report that they receive supervision. This means that staff have the opportunity to reflect on their practice individually and collectively. As a result, the standard of care that they are providing to young people is improving. Furthermore, concerted efforts have been made to provide young people with a home environment that is well maintained, warm and welcoming. This benefits young people and helps them to feel valued.

Leaders and managers have not taken sufficient steps to improve internal monitoring systems. These remain weak. This inspection found that records are not robustly reviewed. As a result, managers are still not identifying and acting upon shortfalls in the delivery of care to young people. For example, the registered manager has not identified that young people spend time on their phones and iPads during the night and taken steps to address this. She was unaware that on

one occasion a young person slept in another young person's room. Furthermore, she has not followed up on a request for an education meeting and consequently this has yet to take place for one young person. Poor monitoring means that young people's safety and welfare are not always fully promoted. It also limits the home's capacity to improve.

At the time of the last inspection, staff failed to act on concerns about a potential power imbalance between two young people. This was despite an acknowledgement from staff that this was affecting a young person's well-being. This inspection identified that insufficient action has been taken to address this concern. As a result, staff and managers still do not fully support young people to develop the understanding and skills to withdraw from difficult and potentially damaging relationships with their peers.

Although Ofsted is satisfied that measures have been taken to address some of the shortfalls raised at the last full inspection, not all have been addressed. As a result of this monitoring inspection, two further compliance notices have been issued.

Information about this children's home

This children's home is operated by a local authority and provides care for up to six young people with emotional and behavioural difficulties. The home takes emergency placements.

What does the children's home need to do to improve?

Statutory requirements

This section sets out the actions that must be taken so that the registered person(s) meets 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
11: The positive relationships standard* 11 (2)(a)(vii) In order to meet the positive relationships standard the registered person must ensure that staff help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship.	2 September 2016
13: The leadership and management standard* 13 (2)(h) In order to meet the leadership and management standard the registered person must use monitoring and review systems to make continuous improvements in the quality of care provided in the home.	2 September 2016

* These requirements are subject to a statutory requirement 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.

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