

Children's homes - monitoring

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Type of inspection	Monitoring
Inspectors	Mrs Debbie Foster Ms Jamie Richardson Ms Nicola McEvinney

This monitoring visit

The compliance and monitoring visit was undertaken on the 28th of April 2015; its purpose was to check that the statutory notice issued on Regulation 20 (1)

(2) (c) and the progress to implement the previous requirements made at the last interim inspection on the 2nd of March 2015.

The statutory notice issued has been met. All the staff interviewed are aware of the medical conditions and of the prescribed medication for young people in their care; they know what to do in the event of the young people requiring medical attention relating to any medication given as a result of their condition.

Since the last inspection in March 2015 the majority of the work force has received updated medication training. This included the safe administration of emergency medication required by individual young people.

All staff working with young people who are prescribed emergency medication for conditions such as epilepsy have a specific storage bag secured on their person while working. This bag contains all the required emergency medication and other supporting equipment.

Monitors are in place to assist staff to provide constant close supervision at night for young people with assessed health conditions requiring this; some are listening devices only; some are video/sound devices. These were found to be in good working order and in situ in the specific child's bedroom and staff areas. The service has spare monitors in the event a monitor is found not to be working. Daily checks of the monitors are taking place to ensure all monitors are in good working order and action can be taken to address and make sure the equipment can be replaced if broken.

Staff can verbalise the risk assessment content relating to medical conditions and the action they need to take in the event of the need for medical intervention. Staff have signed to confirm that they have read and understood the risk assessments, help profiles and emergency medication procedures. All these measures facilitate young people's medical and health needs being met.

Some requirements set at the previous inspection have been met within the timeframes stipulated; these relate to the independent visitor monitoring the service reporting in more detail on the effectiveness of safeguarding. Suitable food provisions are provided in each house to ensure young people have their own choices and food requirements at all times. Physical restraint incidents are

now being recorded in a secure volume, within 24 hours of the event occurring. This is to assist the manager in assessing such events and practices in line with agreed methods in use.

The following requirements have not been met within the required timescale of the 24th of April 2015. Regular formal supervision which includes reflective practice continues not to be provided to all staff. This does not ensure all staff are suitably supported and care practice adequately monitored. The manager's monitoring of the service is not robust enough. Not all omissions found on this inspection have been identified through internal monitoring systems. It is not evident that young people, parents and other professional's views have been sought to influence improvements to the service in all instances. Ofsted have not received the manager's monitoring report at the stipulated frequency, as required by the Regulations.

While some alternative arrangements have been made to provide those young people not attending school with an education, not all are receiving a full time education programme by qualified staff. This still does not ensure all young people's education attendance is good or that they are consistently learning and achieving. Some risk assessments have not been reviewed, dated or signed by all appropriate persons. This does not demonstrate that all risk assessments are current. Consequently, guidance may not be up-to-date to enable staff to follow and meet some young people's needs in full.

Some agency staff were receiving training in behaviour management and physical intervention at the time of the inspection. However, there are other agency staff who have not received this training. This does not ensure that all staff are adequately trained to support young people safely when they present challenging behaviour when anxious or distressed.

The service has been recruiting staff to address continually occurring vacancies within the home. The retention of staff remains an ongoing concern, with the turnover of staff being constant. Continued changes in staff compromises the stability of care and can have a negative impact for young people, particularly those with autism.

Further requirements and a recommendation have been made as a result of the findings of this inspection. The transitional arrangements of a particular young person to adult services have had a significant delay, which means that their needs are not being met in full. Omissions have been found relating to staff references not being verified during the recruitment process. The behaviour management policy and practices have not been reviewed in relation to the number of safeguarding and supine holds used within the service.

Information about this children's home

This provision is a residential special school and is owned by a private organisation.

The school can offer accommodation for up to 40 children and young people between the ages of eight years to 19 years.

Children and young people have complex needs and severe learning difficulties, including autism.

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

Statutory Requirements

This section sets out the actions which 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 with the given timescales.

Requirement	Due date
ensure that all employees—(a) undertake appropriate continuing professional development; (b) receive practice-related supervision by a person with appropriate experience; and (c) have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4) (a) (b) (c)) *	03/06/2015
ensure that the registered person enables, inspires and leads a culture in relation to the children's home that— (a) helps children aspire to fulfil their potential; and (b) promotes their welfare (2) In particular, the standard in paragraph (1) requires the registered person to— (a) 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	28/07/2015

of purpose; (b) ensure that staff work as a team where appropriate; (c) ensure that staff have the experience, qualifications and skills to meet the needs of each child; (d) ensure that the home has sufficient staff to provide care for each child; (e) ensure that the home's workforce provides continuity of care to each child; (f) 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. (Regulation 13 (1) (b) (2) (a) (b) (c) (d) (e))	
Ensure that an individual may only carry on a children's home if the individual satisfies the Requirements in paragraph (5). (5) The requirements are that— (b) full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2; in particular, Two written references, including a reference from the person's most recent employer, if any. 4. If a person has previously worked in a position involving work with children or vulnerable adults, verification so far as reasonably practicable of the reason why the employment or position ended (Regulation 26 (1) (5) (b) schedule 2 (4))	28/6/2015
ensure that the registered person considers, or staff	28/07/2015

consider, a placing authority's or a relevant person's performance or response to be inadequate in relation to their role, challenge the placing authority or the relevant person to seek to ensure that each child's needs are met in accordance with the child's relevant plans. In particular, transitions to adult services take place within acceptable time frames to ensure the young person's needs are being met. Regulation 5 (c)	
ensure that a review of the quality of care provided for children (2) In order to complete a quality of care review the registered person must establish and maintain a system for monitoring, reviewing and evaluating— (a) the quality of care provided for children; (b) the feedback and opinions of children about the children's home, its facilities and the quality of care they receive in it; and (c) any actions that the registered person considers necessary in order to improve or maintain the quality of care provided for children. (4) the registered person must (a) supply to HMCI a copy of the quality of care review report within 28 days of the date on which the quality of care review is completed: and (5)The system referred to in paragraph (2) must provide for ascertaining and considering the opinions of children, their parents, placing authorities and staff. (Regulation 45 (2) (a) (b) & (c) (4) (a) & (5))	28/07/2015
ensure that the staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (2)(c))	28/07/2015

ensure that children make measurable progress towards achieving their educational potential and are helped to do so. In particular, that staff help to achieve the child's education and training targets, as recorded the child's relevant plans; Understand the barriers to learning that each child may face and take appropriate action to help the child to overcome any such barriers; help a child who is excluded from school, or who is compulsory school age but not attending school, to access educational and training support throughout the period of exclusion or non- attendance and to return to school as soon as possible; help each child who is above compulsory school age to participate in further education, training or employment and to prepare for future care, education or employment. (Regulation 8(1) (2)(a) (i) (iii) (viii) (ix))	28/07/2015

* These requirements are subject to statutory requirement notice.

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the home since their last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

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