

SC037588

Portsmouth City Council

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home's statement of purpose states that this home provides a short-breaks service for up to six children with learning and/or physical disabilities. The home is owned and managed by the city council. The short-breaks service operates from Tuesday to Sunday.

This home does not have a registered manager. The post has been vacant since 23 June 2022.

Inspection date: 11 January 2023

This monitoring visit

A full inspection on 16 and 17 November 2022 judged the home to be inadequate. Serious and widespread failures were identified. The home's registration was suspended from 17 November 2022 until 8 February 2023.

The provider has adhered to the suspension notice and is taking action to address the shortfalls identified.

An initial internal investigation took place which highlighted significant concerns. Senior managers have devised an improvement plan to address the issues from the last inspection and the findings from the internal investigation. A further internal investigation is being carried out in relation to the conduct of some members of staff. This work is ongoing.

Most staff have received refresher training in the home's behaviour support method. The staff who were unable to attend the training have been offered another date to complete the training. This includes night and casual staff. Further training in recording of incidents and managing challenging behaviour has been identified. However, this has not yet been delivered. In addition, staff training in the importance

of children being able to access their communication methods has not been arranged.

While staff have completed online safeguarding courses, face-to-face training to address the issues identified during the inspection has not taken place. This is booked for 24 January 2023. The training will include the importance of creating an environment where staff can whistle-blow and will reiterate the staff's responsibilities to safeguard children.

Supervision sessions are now taking place in line with the organisation's policies and procedures. However, the training planned for all supervisors is not scheduled until 2 and 3 February 2023.

Managers are in the process of identifying staff's strengths and any gaps in their learning. However, a workforce development plan is not in place to record this information and ensure regular review.

An interim manager is being recruited following the manager's absence. Senior managers are working with the deputy manager and staff to address the areas identified in the improvement plan. This work is ongoing.

The responsible individual is coordinating the role and responsibilities of the management team and is carrying out work on various parts of the improvement plans and the quality assurance process. A new safeguarding and quality assurance post has been identified in the authority to oversee the children's homes. This is not in place presently but is filled by a secondment position.

There have been some improvements to the environment. However, there are some outstanding actions. In addition, a unit holding cleaning fluids was unlocked and held together by a strap. This could potentially allow children easy access to the contents.

The requirements made at the full inspection have not been fully reviewed and have been restated.

The provider has not addressed all the concerns highlighted in the suspension notice. The suspension notice remains in place.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/11/2022	Full	Inadequate
26/01/2022	Full	Good
11/03/2020	Full	Outstanding
14/02/2019	Full	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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. 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; 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 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. (Regulation 12 (1) (2)(a)(i)(iii)(v)(vi)(vii)(d))	31 January 2023
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.	31 January 2023

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; 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; 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)(f)(h))	
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 each child’s relevant plans are followed. (Regulation 14 (1)(a)(b) (2)(c)) In particular, the registered manager must ensure that the children’s care plans and risk assessments are fully understood and followed and that they are up to date and reflect the plans agreed by the child’s placing authority, families/carers, health providers and education providers.	31 January 2023
No measure of control or discipline which is excessive, unreasonable or contrary to paragraph (2) may be used in relation to any child. The following measures may not be used to discipline any child— any punishment involving the consumption or deprivation of food or drink;	31 January 2023

withholding any aids or equipment needed by a disabled child. (Regulation 19 (1) (2)(b)(h))	
Restraint in relation to a child is only permitted for the purpose of preventing— injury to any person (including the child); serious damage to the property of any person (including the child); or a child who is accommodated in a secure children's home from absconding from the home. Restraint in relation to a child must be necessary and proportionate. (Regulation 20 (1)(a)(b)(c) (2))	31 January 2023
A person may only manage a children's home if— having regard to the size of the home, its statement of purpose, and the number and needs (including any needs arising from any disability) of the children— the person has the appropriate experience, qualification and skills to manage the home effectively and lead the care of children. (Regulation 28 (1)(b)(i))	31 January 2023
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 is of integrity and good character; the individual has the appropriate experience, qualification and skills for the work that the individual is to perform;	31 January 2023

the individual is mentally and physically fit for the purposes of the work that the individual is to perform; and full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a)(b) (3)(a)(b)(c)(d)) In particular, the registered person must have oversight of and full access to all recruitment checks for staff, and all people working at the home must be recruited in line with Schedule 2. All records relating to recruitment must be available in one place.	
The registered person must ensure that all employees— undertake appropriate continuing professional development; receive practice-related supervision by a person with appropriate experience; and have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(a)(b)(c))	31 January 2023
The registered person must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the name of the child; details of the child's behaviour leading to the use of the measure; the date, time and location of the use of the measure; a description of the measure and its duration; details of any methods used or steps taken to avoid the need to use the measure; the name of the person who used the measure ("the user"), and of any other person present when the measure was used; the effectiveness and any consequences of the use of the measure; and	31 January 2023

a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure; 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")— has spoken to the user about the measure; and has signed the record to confirm it is accurate; and within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35 (3)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(b)(i)(ii)(c))	
The registered person must notify HMCI and each other relevant person without delay if— an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious; there is an allegation of abuse against the home or a person working there; a child protection enquiry involving a child— is instigated; or concludes (in which case, the notification must include the outcome of the child protection enquiry); or there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(b)(c)(d)(i)(ii))	31 January 2023

Recommendation

- The registered person should have a workforce plan which can fulfil the workforce-related requirements of regulation 16, schedule 1 (paragraphs 19 and 20). The plan should:
 - detail the necessary management and staffing structure (including any staff

commissioned to provide health and education), the experience and qualifications of staff currently working within the staffing structure and any further training required for those staff, to enable the delivery of the home's statement of purpose;

- detail the processes and agreed timescales for staff to achieve induction, probation and any core training (such as safeguarding, health and safety and mandatory qualifications);

- detail the process for managing and improving poor performance;

- detail the process and timescales for supervision of practice (see regulation 33 (4)(b)) and keep appropriate records for staff in the home.

('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.8)

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: SC037588

Provision sub-type: Children's home

Registered provider: Portsmouth City Council

Registered provider address: Portsmouth City Council, Civic Offices, Guildhall Square, Portsmouth PO1 2EA

Responsible individual: Sam Bushby

Registered manager: Post vacant

Inspector

Suzy Lemmy, Social Care Inspector

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