

SC042994

Registered provider: Lincolnshire County Council

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a local authority. It provides short breaks for up to six children with social and emotional difficulties, physical disabilities, learning disabilities and sensory impairment.

The manager left the home in January 2022.

Inspection date: 17 March 2022

Date of last inspection: 7 December 2021

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged requires improvement to be good at the last full inspection.

At this interim inspection, Ofsted judged that it has improved effectiveness.

The manager has met three of the six requirements raised at the last inspection. However, requirements relating to the administration of medication, management oversight of restraints and staff appraisals are restated. Although improvement is clear since the last inspection, further improvement is still required.

Two children have recently started to take short breaks at the home. Staff have worked closely with the children, their parents and other agencies to ensure that the children settle well during their short breaks. Parents say that they are happy with the care their children receive at the home.

Managers have put new procedures in place to ensure the effective safeguarding of children. Staff now have clear guidance to follow and know who to contact should they identify a safeguarding concern. Staff have completed safeguarding training and have received training from the local authority designated officer. This has further improved their skills in identifying and reporting concerns about children. Consequently, any safeguarding concerns are managed appropriately, and children are kept safe.

Staff benefit from clear guidance on how to respond to incidents of children self-harming. Consistent strategies enable staff to support children effectively when they are upset.

The children are progressing well at the home. A social worker confirmed that staff are supporting children to develop independence skills and providing a good range of activities. A parent noted that staff make children's time at the home enjoyable and fun.

There have been two incidents of restraint since the full inspection. The details of these restraints were not clearly recorded, and information is missing from records. Management oversight of the records does not evaluate whether the restraint was necessary or proportionate. As a result, learning from these incidents has not been effective.

Managers have implemented processes to minimise the risk of medication errors. Staff complete medication competency assessments and medication training before they can administer medicines to children. When medication errors are identified, appropriate actions are taken, such as the staff receiving additional guidance and external health professionals being consulted. However, errors in the administration

of medication continue to occur. Errors are not always identified swiftly. Consequently, medication processes are still not rigorous enough.

Staff said that they feel supported by managers and receive regular supervision. Supervisions include discussions about children's needs and how they are met, as well as staff's professional development. However, annual appraisals are not completed for all staff. Therefore, managers do not have sufficient oversight of staff performance and development needs.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/12/2021	Full	Requires improvement to be good
06/01/2020	Full	Outstanding
03/09/2018	Full	Outstanding
14/08/2017	Full	Outstanding

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 the staff have the experience, qualifications and skills to meet the needs of each child; and use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(c)(h)) This specifically relates to staff's understanding of the policy around the administration and recording of medicines, and management oversight of systems in place to prevent medication errors. This requirement was raised at the last inspection and is restated.	24 March 2022
The registered person must ensure that all employees— 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)(b)(c)) This requirement was raised at the last inspection and is restated.	14 April 2022

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— 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 effectiveness and any consequences of the use 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)(ii)(iii)(iv)(v)(vii)(b)(i)(ii)(c)) This relates to making sure that records of restraint are completed in a manner that meets the statutory requirement and that the manager reviews and evaluates all incidents of restraint. This requirement was raised at the last inspection and is restated.	24 March 2022
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Information about this inspection

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full 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: SC042994

Provision sub-type: Children's home

Registered provider: Lincolnshire County Council

Registered provider address: County Offices, Newland, Lincoln, Lincolnshire LN1 1YL

Responsible individual: Janice Spencer

Registered manager: Post vacant

Inspector

Laraine Edmondson, Social Care Inspector

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