

Children's homes – Monitoring

Inspection date	23/05/2016
Unique reference number	SC061837
Type of inspection	Monitoring
Inspector	Julia Wright

This monitoring visit

This monitoring visit was completed following a judgement of inadequate at a full inspection on 26 April 2016. Concerns were highlighted in key areas of practice - specifically leadership and management, quality of care, protecting children, fire safety, maintenance of young people's case files, staff training and supervision, and the safe area risk assessment. Following the inspection, seven requirements were made. A compliance notice was issued in relation to the safe area risk assessment, which did not fully assess the appropriateness and suitability of the location of the home in relation to promoting the safety of young people.

In order to evaluate the progress the home is making in addressing these concerns and the requirements of the compliance notice, a monitoring visit was undertaken on 23 May 2016.

The monitoring visit found that the responsible individual has reviewed and revised the safe area report to include specific risks pertinent to young people living in a rural environment. The safe area report includes strategies and responsibilities of staff and approaches that they will take to promote young people's safety.

Staff understand their roles and responsibilities in relation to protecting young people in the home while the fire system and associated work is being completed. Staff awareness of the risks associated with the upgrading of the fire safety system is sufficient to enable them to respond effectively to emergencies or incidents. Outbuildings in the grounds adjacent to the home are secured, and young people are unable to gain access to the majority of these buildings. Where access is possible, risk assessments identify appropriate strategies and staff ratios in order to reduce potential risks to young people.

Work is continuing in relation to the requirements of the regulatory reform (fire safety) order 2005. The fire safety officer is due to visit the home on 31 May to review progress.

Young people's case records are complete and contain all the information required by children's homes regulations, ensuring that staff have all the relevant and updated information that they need to meet young people's needs.

Administrative systems have improved. Managers oversee and review documents, including incident reports, ensuring that these are completed promptly and thoroughly. This helps young people to have a better understanding of each event and to be reassured that adults listen to their views.

Shortfalls continue with training and supervisions of staff. Not all staff have received supervision in line with organisational requirements. Consequently, staff do not have the opportunity to reflect on their practice or to review their developmental needs. Not all staff have completed refresher safeguarding training and medication awareness training. This limits staff knowledge to meet young people's needs effectively.

Leaders and managers continue to work with staff to develop the staff team and

team working, to cultivate practice and to improve staff morale. A full complement of senior staff is in post and have responsibilities identified. The responsible individual acknowledges that team development is ongoing.

Information about this children's home

The home is one of three children's homes within a privately run organisation. The home is registered to provide care and accommodation for up to four young people with emotional and behavioural difficulties.

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 persons 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 persons must comply within the given timescales.

Requirement	Due date
6: The quality and purpose of care standard In order to meet the quality and purpose of care standard, the registered person must ensure that staff (2)(vi) help each child to develop resilience and skills that prepare the child to return home, to live in a new placement or to live independently as an adult.	17/06/2016
13: The leadership and management standard In order to meet the leadership and management standard, the registered person must enable, inspire and lead a culture in relation to the children's home that (2) requires the registered person to (b) ensure that staff work as a team where appropriate; (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.	17/06/2016
If the Regulatory Reform (Fire safety)Order 2005 applies to the	30/06/2016

home, the registered person must ensure that the requirements of that order and any regulations made under it, except for article 23 (duties of employees), are complied with in respect of the home (Regulation 25 (2)(b)).	
The registered person must ensure that all employees undertake appropriate continuing professional development and receive practice-related supervision by a person with appropriate experience (Regulation 33(4)(a)(b)).	30/06/2016

Information about this inspection

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

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

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