

Children's homes - monitoring

Inspection date	06/10/2015
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Type of inspection	Monitoring
Inspector	Elaine Allison

This monitoring visit

A full inspection was carried out on 11 and 12 August 2015 and the home was judged to be inadequate. A large number of failings were identified including: a lack of effective action by staff in response to serious safeguarding concerns; risks relating to young people's risk of child sexual exploitation; unsafe recruitment practices; absence of behaviour management plans; absence of education plans; lack of staff training to meet the needs of young people and management failure to inform Ofsted and other relevant parties of serious incidents. As a result, six compliance notices were issued on 21 August 2015 to address these concerns together with a restriction of accommodation notice for a six week period between 3 September 2015 and 16 October 2015. An unannounced monitoring visit was carried out on 6 October 2015 to monitor the six compliance notices served, and adherence with the restriction of accommodation in place.

This inspection found that no young people have been admitted to the home since 3 September 2015 and therefore, the restriction of accommodation notice has not been breached.

Since the last inspection some steps have been taken to improve staff responses to safeguarding issues. For example, all staff have attended in-house training on how to respond to disclosures from young people and the steps to take thereafter. There is evidence that new systems are to be introduced so that decision making processes relating to safeguarding are clearly recorded. Furthermore, risks assessment documents have been reviewed and improved to ensure young people's needs are clearly identified and strategies put in place to manage these in line with the local authority care plan. This further supports the health and safety of young people as staff are better equipped to recognise and respond to concerns. However, there are currently no children living in the home, so the impact of these new systems could not be fully tested.

The interim manager has created new care planning documents to ensure that behaviour management responses are recorded and created with input from young people. Staff have all received training on Autism Awareness and two staff members have received training on restraint. However, although further training is planned, staff have not yet received training on safeguarding, child sexual exploitation, medication and food safety. A requirement is raised following this inspection to ensure that improvements currently underway are finalised.

Care planning documents, including placement plans, risk assessments and behaviour management plans have now been updated to ensure that the document has clear participation of young people in their creation. This means the interim manager has taken some positive measures to involve the young people and staff in the development and review of individual plans.

A new education planning document has been created which enables staff to clearly identify each individual young person's ongoing needs in relation to their education. The document sets out professionals responsibilities, such as the designated virtual head teacher for each individual young person. This will ensure that a multi-agency approach will be taken in relation to young people's education and their individual needs will not be allowed to drift.

The interim manager has attended training on safer recruitment to ensure ongoing robust recruitment procedures are followed. She has also created management monitoring systems to provide a robust review of the home's practice relating to the quality of young people's care and secure improvements in young people's safety. A new system is now in place to ensure that staff understand the threshold for and reporting of serious notifications to Ofsted and other relevant parties.

No further enforcement action is planned. However, a further inspection will take place to review how these improvements are being embedded to improve the quality of care provided.

Information about this children's home

This is a privately owned children's home. Registered to accommodate three young people with emotional and behaviour difficulties.

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
11: The positive relationships standard In order to meet the positive relationships standard the registered person must ensure: (1) that children are helped to develop, and to benefit from, relationships based on— (a) mutual respect and trust; (b) an understanding about acceptable behaviour; and (c) positive responses to other children and adults. (2) (a) that staff— (i) meet each child's behavioural and emotional needs, as set out in the child's relevant plans; (ii) help each child to develop socially aware behaviour; (iii) encourage each child to take responsibility for the child's behaviour, in accordance with the child's age and understanding; (iv) help each child to develop and practise skills to resolve conflicts positively and without harm to anyone; (v) communicate to each child expectations about the child's	30/11/2015

behaviour and ensure that the child understands those expectations in accordance with the child's age and understanding; (vii) help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship; (viii) strive to gain each child's respect and trust; (ix) understand how children's previous experiences and present emotions can be communicated through behaviour and have the competence and skills to interpret these and develop positive relationships with children.	
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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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