

SC065789

Registered provider: Good Foundations Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned children's home provides care for up to three children with social and emotional difficulties.

The manager has been registered with Ofsted since December 2021.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. We returned to routine SCCIF inspections on 12 April 2021.

Inspection dates: 9 and 10 February 2022

Overall experiences and progress of children and young people, taking into account	requires improvement to be good
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How well children and young people are helped and protected	requires improvement to be good
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The effectiveness of leaders and managers	requires improvement to be good
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The children's home is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

Date of last inspection: 20 August 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/08/2019	Full	Good
07/02/2019	Interim	Sustained effectiveness
19/06/2018	Full	Good
27/02/2018	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: requires improvement to be good

There are currently three children living at the home. Since the last full inspection, one child has left the home; one child moved into the home in September 2021.

The home environment presents as tired and in need of maintenance. In the hallway and landing areas, there are cracks to the ceilings and the carpet is worn. One child's bedroom has damaged walls, and there is not enough adequate storage for his clothes. There are patches of damp in the office and one of the bedrooms. Consequently, children are not supported to live in a well presented, comfortable and healthy home.

Two of the three children living in the home are not attending education. There are plans in place to engage the children in education. However, the plans lack creativity and the strategies contained within the plans are not effective. Staff do not provide those children who are not attending education during the daytime with structured activities to complete. As a result, not all children are making meaningful educational progress.

The children are offered a range of activities. However, staff are not always creative in ensuring that the activities reflect the children's likes and interests. As a result, one child went missing, preferring instead to take part in a different activity he enjoyed.

Children's health needs are being met. Staff ensure that they register children with the relevant health professionals, and that children's health appointments are up to date. Medication recording procedures do not clearly record all relevant details, such as the time that medication is taken.

The staff encourage and support children to keep in touch with their family and friends. The staff facilitate visits to family and ensure that support is available. This helps children to maintain a sense of their identity.

How well children and young people are helped and protected: requires improvement to be good

Serious incidents in the home are infrequent. However, when serious incidents happen, the records do not provide sufficient information for a review of the incidents or of staff's safeguarding practice. This also demonstrates weaknesses in the manager's oversight and evaluation of these records.

Some staff do not understand their roles or responsibilities in protecting children. Despite individualised risk assessments being in place, these are not consistently

used in practice, specifically regarding children's access to the internet. This has resulted in one child accessing social media inappropriately and potentially placing themselves at significant risk. This does not keep children safe from online grooming or inappropriate internet content.

Missing-from-care protocols are in place for all the children. However, these have not been updated following incidents of children going missing from care. Strategies contained within some of the assessments were not specific, and staff were not consistently implementing them. As a result, staff are not ensuring the safety of children when they are away from the home.

The registered manager and staff implement a restorative model of behaviour management. There have been no incidents of physical intervention. The staff are trained in using de-escalation techniques, and this works well for the children who develop a positive sense of well-being and respect.

The effectiveness of leaders and managers: requires improvement to be good

The home is run by a suitably qualified manager. Less than half of the staff team is qualified in line with regulations. There has been a significant delay in some of the staff completing the necessary qualifications. The manager has lacked oversight of this and has not been proactive in ensuring that staff are adequately qualified.

The manager lacks professional curiosity. Following incidents, the manager was unable to demonstrate that she had gained a good understanding of the event. There was limited evidence of management oversight recorded within documents. Therefore, she was unable to demonstrate what had been learned from incidents, or that changes and strategies were introduced to reduce future risk.

There has been a change in the independent visitor to the home. This has vastly improved the quality of the monitoring visits. The independent monitoring visits support the manager to make continuous improvements in the home.

The manager has supported the staff team to meet the needs of children flexibly during the challenges presented by the COVID-19 pandemic. This included covering shifts to ensure that the children living in the home at that time received support from staff who knew them well.

Staff receive all the necessary training to meet the needs of the children. The manager has a system in place to ensure that all staff attend training and development to support them in their roles. Furthermore, all staff receive regular supervision and performance appraisals.

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 quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; and use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff— provide to children living in the home the physical necessities they need in order to live there comfortably. (Regulation 6 (1)(a)(b) (2)(b)(vii)) This relates to the registered manager ensuring that all maintenance work is completed, enabling the children to live in a home that is of a good standard. All children must be provided with adequate facilities to store their clothing in.	24 March 2022
The education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— support each child's learning and development, including helping the child to develop independent study skills and, where appropriate, helping the child to complete independent study;	24 March 2022

understand the barriers to learning that each child may face and take appropriate action to help the child to overcome any such barriers; promote opportunities for each child to learn informally; and help a child who is excluded from school, or who is of 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. (Regulation 8 (1) (2)(a)(ii)(iii)(v)(viii)) This relates to the registered manager and staff being proactive and creative in their strategies to engage children in education. Children should be engaged in suitable structured activities if they are not attending education.	
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; and are familiar with, and act in accordance with, the home’s child protection policies. (Regulation 12 (1) (2)(a)(i)(iii)(vii)) This relates to having robust risk assessments in place which are updated following all incidents. All incidents must be recorded and evaluated by the registered manager to identify arrangements to reduce the risk.	24 March 2022
The registered person must recruit staff using recruitment procedures that are designed to ensure children’s safety.	24 March 2022

The requirements are that—

the individual has the appropriate experience, qualification and skills for the work that the individual is to perform;

For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained—

the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma"); or

a qualification which the registered person considers to be equivalent to the Level 3 Diploma.

The relevant date is—

in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home; or

in the case of an individual who was working in a care role in a home on 1st April 2014, 1st April 2016.

(Regulation 32 (1) (3)(b) (4)(a)(b) 5(a)(b))

This relates to ensuring that all staff have completed appropriate qualifications by the relevant date.

Recommendations

- The registered person should ensure that the manager and staff are aware of the local offer setting out the support available for children with special education needs or disabilities. ('Guide to the Children's Homes Regulations, including the quality standards', page 26, paragraph 5.4)
- The registered person should ensure that they make suitable arrangements to record the time medication is given to a child, and that records clearly reflect when medication is given to a third party to administer. ('Guide to the Children's Homes Regulations, including the quality standards', page 35, paragraph 7.15)

Information about this 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: SC065789

Provision sub-type: Children's home

Registered provider: Good Foundations Limited

Registered provider address: 6 Tower Quays, Tower Road, Birkenhead,
Merseyside CH41 1BP

Responsible individual: Andrew Mannix

Registered manager: Valerie Glover

Inspectors

Rose Maddocks, Social Care Inspector

Marina Tully, Social Care Inspector

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