

SC067810

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is privately owned and provides care for up to seven children with emotional and/or social difficulties.

The home was registered with Ofsted in 2006 and the manager registered in 2017. The registered manager is suitably qualified and also manages another children's home in the organisation.

At the time of this inspection, three children were living at the home. They contributed their views to the inspection.

Inspection dates: 28 February and 1 March 2023

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 4 August 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
04/08/2021	Full	Good
26/06/2019	Full	Good
05/03/2019	Interim	Sustained effectiveness
10/07/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Staff form positive relationships with children and create a nurturing environment for them. One child said: 'This is a very good place for me. Everything is very nice. I like every single member of staff here. They care for me and have my best interests at heart.'

Effective care planning, in partnership with other professionals, means that children's complex needs, such as mental health, are met. Staff support children to develop healthy lifestyles. For example, one child has stopped smoking cannabis and tobacco, and is focusing on exercise.

Staff help children to develop positive relationships with each other. They take any issues between children seriously. They make sure that all children feel heard. Staff create opportunities for children to engage in enjoyable activities together and this helps to build on their friendships.

The environment is respectful and differences are celebrated. An example of good practice is how staff supported a child to prepare for Ramadan and undertake fasting for the first time.

Promotion of learning and education is integral to how staff care for children. Staff advocate tirelessly for children to receive individually tailored learning support and have any barriers to their engagement in education removed. One child received a certificate of achievement from school for having 100% attendance in the last term.

Staff understand the importance of children spending time with their families. One parent stated that she is happy with her child's much-improved behaviours, which she believes has led to their improved relationship.

How well children and young people are helped and protected: good

Staff are aware of children's vulnerabilities and know how to keep them safe. Comprehensive written risk assessments and management plans provide clear guidance to staff on how to best safeguard the children in their care. Staff follow these plans, which results in children's increased safety.

Appropriate sharing of information with children's professional networks ensures that children receive holistic safeguarding support. For example, professionals worked together to assess the risks to one child of being radicalised and provided the necessary support. Another example is how closely staff work with the police to safeguard children from exploitation.

Staff help children to develop a feeling of belonging. Children's positive engagement with staff minimises the risk of them going missing from the home. Effective multi-

agency procedures for safeguarding children when they are missing from the home result in children being found and returned to the home safely. Staff also undertake outreach work with some children, who are absent without authority, to help them to return to care.

Not all staff are trained in the use of physical intervention. On one occasion, staff physically restrained a child to secure everyone's safety. The record of this incident has not been completed in required detail. There was no debrief with the registered manager, who was involved in the intervention, and she countersigned her own record. The location where the intervention took place was not clear.

Regular health and safety checks ensure that the home environment is physically safe. However, one large window on the top floor presented a risk of falling. Staff confirmed that the necessary work to make the window safe was completed on the day after the inspection.

The effectiveness of leaders and managers: good

Leaders, managers and staff have a shared vision of making a difference in the lives of children. They show high commitment to children and fulfil the home's statement of purpose. They do not give up on children and do what they can to provide a stable home for children to grow up in.

The effective recruitment of permanent and bank staff helps maintain appropriate staffing levels without the need to use agency staff. The stability of the staff team provides consistency to children's lives.

Leaders and managers have developed a thorough induction process for all new staff to complete during their probationary period. However, the induction records were missing for some staff, so it is not clear if all staff have undertaken a thorough induction.

Staff have good opportunities to reflect on their practice and develop professional insight. They receive regular individual supervision from their line managers. Additionally, the home's therapeutic trainer contributes their specialist knowledge to the discussions at team meetings.

Children's records are completed to a high standard. Key-working records show how children's views shape their care and outcomes. Monthly monitoring reports evidence that staff closely monitor the impact of their support on children's progress. All three of the children's social workers spoken to provided positive feedback about children's progress.

The last two review of quality of care reports completed by the manager have not been shared with Ofsted. This compromises the regulator's oversight of the home.

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 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)(d)) In particular, the registered person must ensure that any risks from falling through windows are addressed.	2 March 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. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b) (2)(c)) In particular, the registered person must ensure that all staff are suitably trained in the safe use of physical intervention.	3 May 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—	12 April 2023

the date, time and location 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. (Regulation 35 (3)(a)(iii)(b)(i)(ii)) In particular, the registered person must ensure that there are suitable records of the use of physical interventions.	
The registered person must— supply to HMCI a copy of the quality of care review report within 28 days of the date on which the quality of care review is completed. (Regulation 45 (4)(a))	3 May 2023

Recommendation

- The registered person should ensure that they can evidence that all staff receive an appropriate induction to their roles at the start of their employment. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.1)

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: SC067810

Provision sub-type: Children's home

Responsible individual: Herman Allen

Registered manager: Michelle Nicholson

Inspector

Seka Graovac, Social Care Inspector

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