

# SC397293

Registered provider: Derby City Council

Interim inspection

Inspected under the social care common inspection framework

## Information about this children's home

This is a local authority children's home which is registered to provide care and accommodation for up to five children and young people who have learning disabilities.

**Inspection date:** 12 February 2018

**Judgement at last inspection:** Good

**Date of last inspection:** 21 August 2017

**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 good at the last full inspection.  
At the interim inspection, Ofsted judges that it has declined in effectiveness.

The home is currently providing care and accommodation for four young people, on a long-term basis. One young person has moved out since the last inspection. They returned to live with family members, following a short planned stay.

The manager has been in post since July 2017 and is in the process of registering with Ofsted. Following the last inspection, the manager devised and implemented an action plan in response to the identified shortfalls. A number of these shortfalls have not been fully addressed and the requirements have been set again following this inspection.

The manager has failed to ensure that full and satisfactory information is obtained and recorded for all staff working in the home. This shortfall was identified at the last inspection and still remained at this inspection. One member of staff has worked at the home since 2016 and the manager has failed to ensure that two references have been obtained, including one from their most recent employer. The manager has further failed

to ensure that the same member of staff has provided a full employment history, including a satisfactory written explanation of any gaps in employment. Managers carried out an audit of all staff recruitment files, following the last inspection. This audit found that a total of six members of staff have only one written reference recorded. A further member of staff was found to have no written references recorded. Another member of staff was found to have no proof of identification. Such serious omissions in relation to the recruitment of staff could potentially place young people at risk of harm.

The system for recording risk assessments for young people is not clear. A main file should contain risk assessments for all young people, as well as these documents being held in individual files. Staff have not routinely signed to confirm that they have read and understood them. Some risk assessments do not have an identified review date. Two young people's risk assessments are not held in the main file. There is a lack of consistency in the risk assessment process, and the potential for staff not to know about, or be adhering to, the most up-to-date risk assessments for young people. Clearer systems are needed to ensure that all staff read, sign and follow the most recent risk assessment for each young person.

Staff complete body maps to record any potentially concerning physical marks or injuries noticed on young people. Once completed, staff place these body maps on the young person's electronic and paper files. Staff then send an email to the manager and placing social worker to advise them of a body map having been completed. There is no apparent system or practice of managers reviewing the body maps. A designated member of staff considers files each week to see whether body maps have been completed. There is no clear or detailed system in place to reflect this work or to progress further actions arising from this. A shortfall in relation to risk assessments and body maps was identified at the last inspection and still remained at this inspection.

One young person has had opaque covering placed on their bedroom window. This is to ensure their privacy and prevent anyone outside the home from being able to see into their room. This cover is damaged and does not ensure that this young person has privacy. As this young person does not have curtains in their bedroom, managers have failed to ensure that their privacy is protected.

A member of staff who has worked at the home since 2016 has not completed the mandatory first-aid training course. Managers have devised and implemented a system to record all training courses attended by staff, but failed to notice this omission. As the member of staff will potentially spend time alone with young people, it is imperative that they are able to administer basic first aid. Training records remain inaccurate and do not clearly or consistently reflect what mandatory or other training courses staff have attended and completed. This does not provide assurance to the regulator that all staff have the necessary experience, qualifications or skills to perform their roles. A requirement to meet this shortfall was set at the last inspection and has been repeated at this one.

The manager has updated the statement of purpose and has provided Ofsted with a copy. The requirement from the last inspection has been fully met.

The manager has ensured that all staff have had their performance and fitness appraised since the last inspection. Detailed records reflect clear objectives being set for staff in the coming year. The requirement from the last inspection has been fully met.

The manager has arranged to meet with the virtual school head in the near future. This is to discuss education and healthcare plans for young people. Work continues on ensuring that up-to-date plans are on file. Case records are clearer than at the last inspection. Staff have undertaken work with young people to elicit their wishes, views and feelings. Records now reflect that young people's views are fully considered.

The manager has introduced a new system for monitoring the administration of medication within the home. This involves a senior member of staff going through a medication administration checklist at the handover meeting each day. Additional training has also been provided for some staff in relation to medication administration. The requirement from the last inspection has been fully met.

### Recent inspection history

| Inspection date | Inspection type | Inspection judgement    |
|-----------------|-----------------|-------------------------|
| 21/08/2017      | Full            | Good                    |
| 30/01/2017      | Interim         | Sustained effectiveness |
| 25/08/2016      | Full            | Good                    |
| 07/01/2016      | Interim         | Improved effectiveness  |

## 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 registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The requirements are that—<br>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2.<br>(Regulation 32(1)(3)(d)) * | 30/03/2018 |
| The protection of children standard is that children are                                                                                                                                                                                                                                                       | 30/03/2018 |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                              |            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| <p>protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (2) requires the registered person to ensure—<br/>that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm.<br/>(Regulation 12(1)(2)(b))</p> <p>This is with reference to adhering to risk assessments and management oversight of the use of body maps.</p>      |            |
| <p>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.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—<br/>ensure that staff have the experience, qualifications and skills to meet the needs of each child.<br/>(Regulation 13(2)(c))</p> | 30/03/2018 |
| <p>The registered person must ensure that the privacy of children is appropriately protected.<br/>(Regulation 21(a))</p>                                                                                                                                                                                                                                                                                                                                     | 30/03/2018 |

\* This requirement is subject to a compliance notice.

## Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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.

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:** SC397293

**Provision sub-type:** Children's home

**Registered provider address:** Treasurers Department, Council House, Corporation Street, Derby DE1 2FE

**Responsible individual:** Sharon Green

**Registered manager:** Post vacant

### Inspector

Tracy Murty, social care inspector

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