

SC400901

Registered provider: Break

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home, which is run by a registered charity, may provide care for up to five children with disabilities.

The manager registered with Ofsted in April 2022.

Inspection dates: 28 and 29 February 2024

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: 1 March 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/03/2023	Full	Good
11/01/2022	Full	Good
09/09/2019	Full	Good
05/11/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of the inspection, three children were living at the home. Two of the children have recently turned 18 years old. These children have both lived at the home for over five years. There are positive relationships between staff and children.

Children all engage in education. The manager advocates for children's education. One child accesses education through an alternative provider as there is no school place available. Staff support the child to develop their independence skills on days where they do not have formal education. This helps children with their academic development and provides a daily routine.

Children's moves from the home are managed well. Two children have moved on from the home since last inspection. These were both planned moves for children who had lived at the home for a number of years. The manager ensured that information was shared about the children's needs. Moving plans were tailored to the children's individual needs. Leaving parties took place for the children before they moved from the home.

There are clear plans for children moving into the home. One child's transition took place over a number of weeks to best support them. The manager and staff spent time getting to know the child before they moved to the home. The manager undertook assessments to ensure that this would be a positive move for the child and the other children at the home.

Children's views are influential. The manager made referrals for advocates for two children to support with the plans for them to move on from the home to adult services. Staff use communication aids to help gain children's views.

The staff support children to work towards their individual areas of development. Children have made progress in many areas including communication, independence skills and being able to manage their emotions. Staff support children to spend quality time with their families in line with their care plans.

The house is homely and welcoming. There are photos of children, which support children's sense of belonging. The children all have their own areas of the home, which supports their interests. For one new child, a room was changed into a craft room and has been filled with their artwork.

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

Staff understand children's risks. Children's care plans and risk assessments are detailed. Children's plans include strategies for staff to use in times of support. This means that children receive consistent care.

Staff understand the reasons for children's behaviours, and that behaviour is a form of communication. Staff are curious to understand what the child may be trying to communicate. When a child's behaviour changed, the staff proactively explored the reasons for this. Staff researched the side effects of medications and discussed changes in the child's behaviour after taking the medication, with the child's general practitioner.

Staff use successful de-escalation techniques effectively. This prevents incidents escalating, and restraints have not been required. Staff offer children sensory items, which help them when these are required.

Safer recruitment is followed for new members of staff. There is an induction process for new staff, which helps them to learn their roles.

Staff complete body maps when they notice any bruises or marks on children. Despite this, there are no records about the actions taken to explore these marks. The manager has identified that these bruises are self-inflicted in line with children's known behaviours. However, there are no recordings to show that this has been explored or investigated. The children are vulnerable and not always able to verbally communicate if they are harmed. This lack of exploration could mean that harm to children is not identified promptly and patterns are not identified.

The effectiveness of leaders and managers: good

The manager is experienced and working towards her level 5 qualification. She knows the children well, understands their needs and progress, and is aspirational for them. Staff speak positively about the management support. Professionals and families are positive about the support provided to the children.

There is clear management oversight. Managers provide analysis after all incidents and identify if there are any lessons learned.

Supervision sessions and team meetings take place regularly. The manager uses supervision sessions to support staff's learning and to ensure that staff have the required knowledge. This supports the staff to develop their skills and reflect on their practice.

Staff undertake relevant training for their roles. However, some staff have not finished their level 3 qualification within the required timescales. There have been some individual circumstances leading to the delays, however the timescales identified for finishing the qualification are unclear.

There is a statement of purpose. However, it does not detail the manager's name or the qualifications and experience of staff members. The statement of purpose fails to detail the method of restraint used or how staff are trained in it. This means that professionals and families reading this document do not have all the information about how the children are supported at 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 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; take effective action whenever there is a serious concern about a child's welfare. (Regulation 12 (1) (2)(a)(i)(iii)(vi)) In particular, ensure that any bruises or injuries to children are explored and a record is made of the actions that staff take regarding these.	19 April 2024
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. 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	7 June 2024

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. (Regulation 32 (1) (3)(b) (4)(a)(b) (5)(a))	
The registered person must compile in relation to the children's home a statement ("the statement of purpose") which covers the matters listed in Schedule 1. The registered person must— keep the statement of purpose under review and, where appropriate, revise it. (Regulation 16 (1) (3)(a)) In particular, ensure that the manager's name, staff experience, qualifications, the restraint method used at the home, and how staff are trained and assessed in the use of restraint are detailed in the statement of purpose.	19 April 2024

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: SC400901

Provision sub-type: Children's home

Registered provider address: Break, Schofield House, Spar Road, Norwich NR6 6BX

Responsible individual: Daniel Lummis

Registered manager: Anna Zaremba

Inspector

Leanne Lyon, Social Care Inspector

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