

SC423617

Registered provider: Adecyn Childrens Homes Ltd

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

The home provides care and accommodation for up to three young people who have emotional and/or behavioural difficulties. The home is operated by a private company.

Inspection date: 9 October 2018

Judgement at last inspection: good

Date of last inspection: 9 April 2018

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.

This inspection took place after a serious incident was notified to Ofsted. The isolated shortfalls in staff practice are identified against a backdrop of effective safeguarding for young people in the home. For example, good partnership working between the staff, police, the exploitation team and the placing authority has provided essential safeguarding for one young person with significant risks around going missing, organised exploitation and drug dealing.

However, night-time staffing arrangements and staff practice have not promoted young people's welfare or adhered to the lone-working arrangements for the home. A serious incident of young people leaving the home and taking the home's car occurred when one member of staff went to bed, leaving the awake-night staff member alone. At this time young people were still up, not settled in their bedrooms. Two young people left the home late at night with no challenge from the awake-night worker.

Staff have not carried out essential visual checks to ensure that young people were safely settled in their rooms at bedtime. Confusion about whether staff can enter young people's bedrooms led to a poor response to suspicions about young people's possible possession and misuse of drugs.

This serious incident has received scrutiny from the manager. Staff performance has been fully investigated and referred to the local authority safeguarding officer, and disciplinary action has been taken as appropriate. Security measures, shift planning and lone-work arrangements have been reviewed.

Since the last inspection there has been a high turnover of staff, resulting in a lack of permanence and stability for young people. Five care staff have left, and only three care staff remain from the staff team of April 2018. Some newly recruited staff have arrived and then left after a short period of time.

The management team has remained steadfast and makes concerted efforts to improve recruitment procedures. Managers also take clear and decisive action when there are shortfalls in staff performance.

Managers are working to improve staffing, and strive to provide more consistency for young people. Some new staff have good experience and are qualified to work with young people. They speak positively about working at the home and have received a structured induction. Their commitment to and recognition of the need for young people's stability are clear, as they offer to cover additional shifts, and managers ensure that familiar bank staff are used to cover the home's rota.

Good supervision enables staff to reflect on their practice. Clear managerial messages are delivered to staff to promote good practice. Effective monitoring by managers identifies shortfalls. There are clear incentives to motivate staff and reward them for good performance.

Two young people's placements at the home have been terminated due to concerns about their safety in the community and their high levels of challenging behaviour within the home. One young person has moved to a more suitable placement where his care, education and therapeutic needs can be better met. This young person's social worker identifies some progress, including his making positive relationships with staff. The young person's discharge was sensitively managed. His progress and achievements were celebrated with leaving cards, a gift, photographs and a positive memory book so that he can reflect positively on his time at the home.

The management team has reflected on the admission of the second young person. His imminent discharge is due to both poor information from the placing authority and the lack of investment on the part of the young person from the outset of this placement. The registered manager and responsible individual are now more thorough in their interrogation of referral information. They now acknowledge the importance of visiting young people prior to admission and liaising with family members, as appropriate to the young people's legal status.

This learning is now seen in the most recent admission of a young person to the home. Managers are looking at matching in a more effective way. The good transition work included visiting the new young person in his previous placement, going through the young person's guide and collecting child-centred information. Staff have good insight into his favourite activities. He is making good progress and enjoys attending school.

The two statutory requirements from the last inspection are met.

Young people now have education placements and plans. Staff show high levels of commitment and encouragement to support young people to attend education. Social workers also appreciate the manager's partnership working and the challenge to education services, as staff strive to arrange appropriate education placements for young people. Staff deliver a consistent message to young people about the importance of education. Young people are motivated to attend and, with staff support, learn good routines. There are incentive programmes for attendance and behaviour.

The registered manager and responsible individual have improved their partnership working since the last inspection. This improvement has positively impacted on the education outcomes for young people and made a significant contribution to the staff's response to implementing missing from care protocols and joint working around the exploitation of a young person in the community.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/04/2018	Full	Good
02/01/2018	Interim	Sustained effectiveness
13/06/2017	Full	Requires improvement to be good
21/03/2017	Interim	Declined in 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 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– understand and apply the home's statement of purpose; protect and promote each child's welfare. (Regulation 6(1)(a)(b), (2)(a)(b)(ii))	30/11/2018
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– lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; ensure that staff work as a team where appropriate; ensure that the home's workforce provides continuity of care to each child. (Regulation 13(1)(a)(b), (2)(b)(e))	30/11/2018

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 difference 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: SC423617

Provision sub-type: Children's home

Registered provider: Adecyn Childrens Homes Ltd

Registered provider address: 13a Pitsford Street, Birmingham B18 6LJ

Responsible individual: Jowaine Blake

Registered manager: Albert Wallace

Inspector

Elaine Cray, social care inspector

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