

SC423617

Adecyn Children's Homes Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is operated by a private company. It is registered to provide care and accommodation for up to three young people who may have social and/or emotional difficulties.

The current manager was appointed on 1 May 2019. He has made an application to register with Ofsted.

Inspection date: 18 July 2019

This monitoring visit

Ofsted judged the home to be requires improvement at the last full inspection, on 7 and 8 May 2019. Ofsted raised nine requirements that are due to be met by 20 July 2019.

The purpose of this monitoring visit was to investigate information received by Ofsted that suggests that there may be a breach of regulations as a result of managers and staff failing to address specific concerns and allegations.

Staff do not recognise when children need support and guidance to stay safe. For example, one child decided to use a bush in a local park to go to the toilet. Although members of staff were present, they failed to stop the child putting himself at risk. This resulted in a member of the public raising a concern over what they had seen. Staff did not recognise this as a significant event and failed to make any record of the incident. Furthermore, staff have not spoken to the child to help to educate him about socially acceptable behaviour and how to maintain his dignity and self-respect when in a public place.

Leaders and managers do not sufficiently scrutinise employment applications before making a decision about whether someone is suitable to work with children. For example, gaps in employment history go unchallenged, references are not verified before staff start working with children, and no verification is gained when staff who

have previously worked with children and/or vulnerable adults the reason why their employment ended. Leaders have also failed to explore in enough detail the information provided by a member of staff regarding a child protection investigation. These omissions mean that leaders and managers cannot be assured that children are cared for by suitably vetted individuals.

Staff do not ensure that the house is maintained to an acceptable standard. The shower has an uncovered drain and the bathroom window does not have a blind or curtain fitted. These shortfalls mean that children's health is put at risk and their dignity compromised. One child has a broken bed and a broken chest of drawers in his bedroom. The unkempt state of this child's bedroom indicates that staff are not supporting children to develop a sense of pride in their environment and in themselves. Leaders and managers do not have systems in place to ensure that damage within the home is promptly dealt with. This means that children are living in an environment that does not promote their physical and emotional health.

When a serious concern about a child's welfare has been raised, managers and staff have failed to take effective action. For example, teachers at a child's primary school had reported concerns about staff dropping the child off at school and leaving him unsupervised in the playground. Staff did not follow the school's request to ensure that the child was left in the supervision of a teacher. Despite concerns being raised with managers, staff again took the child to school and left him in the playground, unsupervised. Managers and staff did not update the child's risk assessment with all of the relevant information when they first became aware of this risk. This failure has compromised the child's safety.

As a result of this inspection, three compliance notices have been issued.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/05/2019	Full	Requires improvement to be good
09/10/2018	Interim	Declined in effectiveness
09/04/2018	Full	Good
02/01/2018	Interim	Sustained 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 positive relationships standard is that children are helped to develop, and to benefit from, relationships based on mutual respect and trust; an understanding about acceptable behaviour; and positive responses to other children and adults. In particular, the standard in paragraph (1) requires the registered person to ensure that staff help each child to develop socially aware behaviour. (Regulation 11(1)(a)(b)(c)(2)(a)(ii))	01/09/2019*
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; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; manage relationships between children to prevent them from harming each other; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person;	01/09/2019*

take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child protection policies; ensure 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; 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)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(b)(d))	
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only employ an individual to work at the children's home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3). The requirements are that— the individual is of integrity and good character; the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; the individual is mentally and physically fit for the purposes of the work that the individual is to perform; and full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32(1)(2)(a)(b)(3)(a)(b)(c)(d))	01/09/2019*
The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust; an understanding about acceptable behaviour; and	20/07/2019

positive responses to other children and adults. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff understand how children’s previous experiences and present emotions can be communicated through behaviour, and have the competence and skills to interpret these and develop positive relationships with children; are provided with supervision and support to enable them to understand and manage their own feelings and responses to the behaviour and emotions of children, and to help children to do the same; de-escalate confrontations with or between children, or potentially violent behaviour by children; understand and communicate to children that bullying is unacceptable; and have the skills to recognise incidents or indications of bullying and how to deal with them. (Regulation 11(1)(a)(b)(c)(2)(ix)(x)(xi)(xii)(xiii))	
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; 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— understand and apply the home’s statement of purpose; ensure that staff— understand and apply the home’s statement of purpose; protect and promote each child’s welfare;	20/07/2019

treat each child with dignity and respect; provide personalised care that meets each child's needs, as recorded in the child's relevant plans, taking account of the child's background; help each child to understand and manage the impact of any experience of abuse or neglect; help each child to develop resilience and skills that prepare the child to return home, to live in a new placement or to live independently as an adult; make decisions about the day-to-day arrangements for each child, in accordance with the child's relevant plans, which give the child an appropriate degree of freedom and choice. (Regulation 6(1)(a)(b)(2)(a)(b)(i)(ii)(iii)(iv)(v)(vi)(ix))	
The registered person must maintain records ('case records') for each child which— are kept up to date. (Regulation 36(1)(b)) In particular, the registered manager must ensure that internal placement plans are up to date and reflect young people's progress.	20/07/2019
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;	20/07/2019

ensure that staff have the experience, qualifications and skills to meet the needs of each child; ensure that the home has sufficient staff to provide care for each child; ensure that the home's workforce provides continuity of care to each child; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13(1)(a)(b)(2)(a)(b)(c)(d)(e)(f)(h))	
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; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. Subject to paragraph (6), the registered person must ensure that the home is at all times conducted in a manner which is consistent with its statement of purpose. (Regulation 16(1)(3)(a)(b)(5))	20/07/2019
The registered person must ensure that each employee— completes an appropriate induction. The registered person must ensure that all employees— undertake appropriate continuing professional development; receive practice-related supervision by a person with appropriate experience; and	20/07/2019

have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33(1)(a)(4)(a)(b)(c))	
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— help each child to achieve the child’s education and training targets, as recorded in the child’s relevant plans; understand the barriers to learning that each child may face and take appropriate action to help the child to overcome any such barriers. (Regulation 8(1)(2)(a)(i)(iii))	20/07/2019
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; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; manage relationships between children to prevent them from harming each other; understand the roles and responsibilities in relation to protecting children that are assigned to them by the	20/07/2019

registered person; take effective action whenever there is a serious concern about a child's welfare; and 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. (Regulation 12(1)(2)(a)(i)(ii)(iii)(iv)(v)(vi)(b))	
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))	20/07/2019

*These requirements are subject to a compliance notice.

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: SC423617

Provision sub-type: Children's home

Registered provider: Adecyn Children's Homes Limited

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

Responsible individual: Jowaine Blake

Registered Manager: Post Vacant

Inspectors

Karen Gillingwater, social care inspector

Louise Whittle, social care inspector

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