

Children's homes - monitoring

Inspection date	20/11/2015
Unique reference number	SC482872
Type of inspection	Monitoring
Inspector	Guy Mammatt

This monitoring visit

This home was judged inadequate at the full inspection on 15 October 2015. Two compliance notices were issued following this inspection. They both expired on 13 November 2015.

A compliance notice was issued to ensure that the responsible individual 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. The responsible individual has taken the necessary action and this compliance notice has been met.

The responsible individual took urgent action to ensure that staff have sufficient training to help them understand the young people's emotional needs. The responsible individual and manager reviewed the use of sanctions for their effectiveness. The responsible individual and manager lead the staff more suited to the ethos set out on the home's statement of purpose. As such, staff have reviewed how they respond to young people during incidents of challenging behaviour. The responsible individual and manager have reviewed the professional manner which staff display during and following incidents. A young person told the independent visitor that staff been engaging with her a lot more and she feels happier than before. She also told the social care regulatory inspectors during the monitoring visit that everything is fine at the home and that she has a good relationship with certain staff members.

A compliance notice was issued to ensure that the responsible individual recruits staff using recruitment procedures that are designed to ensure children's safety. The responsible individual has taken the necessary action and the compliance notice has been met.

The responsible individual and the manager took action to review the staff recruitment records for all of the staff and addressed all of the outstanding issues. The managers who are responsible for the recruitment of new staff have completed the necessary training to further their skills. As a result of this training, the deputy manager has written improved interview questions for new candidates for the child care worker role. Since the inspection, the responsible individual and the manager conducted suitable recruitment checks for a new member of staff. This demonstrated their understanding of thoroughly vetting all new staff before they start working with children.

During the monitoring visit two new requirements were made. This is because Ofsted had not been notified by the manager of a young person's suspected involvement in child sexual exploitation and that a member of staff had been dismissed for gross misconduct. Also, the manager does not obtain sufficient recruitment and vetting details for agency staff.

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Information about this children's home

The home is operated by a small private provider. It provides care and accommodation for up to three children and young people, who may have emotional or behavioural difficulties.

What does the children's home need to do to improve?

Statutory Requirements

This section sets out the actions which must be taken so that the registered person/s meets 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 with the given timescales.

Requirement	Due date
32: Fitness of workers (1) The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety; with specific reference to agency staff used by the home (2) The registered person may only — (a) employ an individual to work at the children's home; or (b) 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). (3) The requirements are that — (a) the individual is of integrity and good character; (b) the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; (c) the individual is mentally and physically fit for the purposes of the work that the individual is to perform; and (d) 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))	01/01/2016

40: Notification of a serious event (4) The registered person must notify HMCI and each other relevant person without delay if— (a) a child is involved in or subject to, or is suspected of being involved in or subject to, sexual exploitation; (e) there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4) (a & e)	01/01/2016

Information about this inspection

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

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

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