

Children's homes – Interim inspection

Inspection date	06/07/2016
Unique reference number	SC478707
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	ERA Care Limited
Registered provider address	Unit G22 Allen House, The Maltings, Station Road, Sawbridgeworth, Hertfordshire CM21 9JX

Responsible individual	Stephen Milton
Registered manager	Post vacant
Inspector	Rosie Davie

Inspection date	06/07/2016
Previous inspection judgement	Inadequate
Enforcement action since last inspection	A monitoring visit took place on 31/05/2016. The responsible individual has met the compliance noticed issued as a result of the last full inspection.
This inspection	
<p>The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection</p> <p>This home was judged inadequate at the full inspection. At this interim inspection, the home was 'not judged'.</p> <p>The home continues to be registered with Ofsted and external monitoring has continued. However, the home has been closed for three months, which means that there have been no children living at the home since shortly after the last full inspection. The registered provider has indicated that the home will not be operational until September 2016.</p> <p>The provider is engaging positively with Ofsted and, should the home decide to accept placements, it is aware that it is required to inform Ofsted of its intention before it does so.</p> <p>One other regulation made at the last full inspection regarding the review of the quality of care continues. This has no direct impact for children.</p> <p>The provider has appointed a manager, which means that compliance is met. The registration process is under way and the new home's manager is one of the founding owners of the company. This means that he intends to demonstrate through management and leadership the service ethos and aims, as described in the home's statement of purpose.</p> <p>The workforce development plan is being formulated, but is not yet complete. An assistant manager with relevant and good experience of delivering effective care to vulnerable children has been appointed. Interviews for new staff are taking place. This means that when the home does reopen there will be a full staff complement.</p>	

Information about this children's home

This home is managed by a private organisation. It provides care and accommodation for four children, irrespective of gender, with behavioural or emotional difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/04/2016	Full	Inadequate
15/02/2016	Full	Inadequate
10/12/2015	Interim	Declined in effectiveness
09/03/2015	Full	Adequate

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

Statutory requirements

This section sets out the actions that must be taken so that the registered persons 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 persons must comply within the given timescales.

Requirement	Due date
The registered person must ensure that the system provides for ascertaining and considering the opinions of children, their parents, placing authorities and staff. (Regulation 45(5))	30/09/2016

Recommendations

To improve the quality and standards of care further, the service should take account of the following recommendations:

- Devise and implement a workforce plan that can fulfil the workforce related requirements of regulation 16, schedule 1 (paragraphs 19 and 20). The plan should detail the necessary management and staffing structure, (including any staff commissioned to provide health and education), the experience and qualifications of staff currently working within the staffing structure and any further training required for each member of staff, to enable delivery of the home's statement of purpose. It should detail the processes and agreed timescale for staff to receive induction, probation and any core training, and the process for managing and improving poor performance. It should also detail the process and timescales for supervision of practice for all staff performing care tasks, and keep appropriate records for staff in the home. The plan should be updated to include any new training and qualifications completed by staff while working at the home, and used to record the ongoing training and continuing professional development needs of all staff. ('Guide to the children's homes regulations including the quality standards', page 53, paragraph 10.8)

What the inspection judgements mean

At the interim inspection, we make a judgement on whether the home has improved in effectiveness, sustained effectiveness, or declined in effectiveness since the previous full inspection. This is in line with the 'Inspection of children's homes: framework for inspection'.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference that adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, 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.

This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service 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'.

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