

Children's homes – Monitoring visit

Inspection date	17/01/2017
Unique reference number	SC478707
Type of inspection	Monitoring
Inspector	Rosie Davie

This monitoring visit

This children's home was judged inadequate at the full inspection on 12 April 2016. An interim inspection took place on 6 July 2016 and no judgement was made. Following this monitoring visit, we have made a new full inspection judgement in line with our 'Inspection of children's home: framework for inspection'. The children's home new full inspection judgement is **requires improvement**.

Since April 2016, the home has continued to be registered with Ofsted. No children have lived at the home since shortly after the last full inspection. External monitoring has been maintained. The responsible individual and registered manager have kept Ofsted up to date about the developments made in the home.

One of the directors of the organisation became the registered manager for the home in July 2016. He has relevant experience in working in social care settings and says, 'I want to make sure that the staff team can manage the kind of behaviours that the children present.'

The previous regulation is met. The required internal monitoring report has been received by Ofsted. The recommendation in relation to the workforce development plan remains outstanding. This is because this is a work in progress. This has no direct impact on children.

A new staff team has been appointed. The staff have completed their induction. A responsible approach is taken to the recruitment of staff but there is an inconsistent approach to the process of reference verification. This represents a shortfall in safe recruitment practice.

All new staff are trained in areas such as safeguarding, behaviour management and first aid. A number of the staff have had the opportunity to work in other homes in the group, while waiting for this home to resume caring for children. This enables those less familiar with social care to experience working directly with teenagers. This helps new employees to understand more fully their role and responsibilities to help and protect children.

Some of the staff have relevant previous experience of working with children in residential settings. Those newer to social care have been enrolled to complete the required level 3 qualification. One of the new members of the team said, 'I do say to colleagues that the relationship that we build with that child is the most important thing that we have in our tool box.'

The judgement has been changed because the registered manager has been appointed. The responsible individual and registered manager have worked together with the other director of the company to recruit motivated individuals who are ready and prepared to build good relationships with vulnerable children.

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 and/or emotional difficulties.

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

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 which 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)
- Ensure, as set out in Regulations 31–33, that the registered person is responsible for maintaining good employment practice. They must ensure that recruitment of staff safeguards children and minimises potential risks to them. This is with specific reference to a consistent approach to the verification of employee references. ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 13.1)

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.

Any complaints about the inspection or the report should be made by following the procedures set out in the guidance *raising concerns and making complaints about "Ofsted"* which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of this guidance, please telephone 0300 123 4234 or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It inspects services for children looked after and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234 or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.gov.uk/government/organisations/ofsted.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2017