

Monitoring report for a Children's Home

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Inspector	Julia Wright

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Service information

Brief description of the service

This home is operated by a private provider and is registered to provide care and accommodation for up to of four young people with learning disabilities, two of whom may also have physical disabilities.

Outcome of monitoring visit

This monitoring visit was undertaken following an inadequate inspection judgement on 18 February 2015 where 5 statutory requirements were made. Concerns were highlighted in key areas of practice – specifically leadership and management and health and safety arrangements. A compliance notice was issued on 19 March 2015 in relation to the manager failing to complete and send three monthly self-monitoring reports to Ofsted.

A previous monitoring visit undertaken on 5 February 2015 relating to concerns about managerial arrangements identified a shortfall in the maintenance of the staff rota. The rota was not clear which staff were working at the home on which day. The monitoring visit also found that short term leadership and management arrangements were unsatisfactory.

In order to evaluate the progress the home has made in addressing these concerns and the requirements of the compliance notice, a monitoring visit was undertaken on 1 April 2015.

The home remains without a Registered Manager. There has been no Registered Manager in post since May 2014. An interim manager is in post at the home but her post was temporary. An acting deputy manager has been appointed although she has yet to undertake managerial and supervisory training. The managerial arrangements at the home remain unsatisfactory. At a meeting between Ofsted and the Responsible Individual, Mr Powell, on 2 April 2015, Mr Powell confirmed that a new manager has been appointed to the home. This appointment is permanent and the new manager will apply to Ofsted to become a Registered Manager.

This monitoring visit found that the interim manager has completed self-monitoring reports and sent these to Ofsted. This means that the regulator is able to review how the manager responds to issues relating to young people. The compliance notice regarding self-monitoring reports has been met.

An annual health and safety risk assessment has been redone following challenge about its accuracy by Mr Powell, Responsible Individual. The monitoring visit found that staff have met some of the issues raised in the report. Mr Powell confirmed that outstanding matters have been or will be addressed by the recommended completion date of 11 April. This promotes the safety of young people and staff at the home.

Staff rotas now clearly reflect the names and shift patterns of staff on duty. Shortfalls in shift arrangements are promptly addressed by managers. Young people are supported and supervised by staff who know them. The home has a number of care staff vacancies. The gaps in shifts are met by regular agency staff members working at the home. Young people are cared for by staff who are a consistent presence in their lives. They develop positive relationships with adults.

Young people remain relatively stable at the home. There have been no safeguarding incidents. Shortfalls identified at the previous inspection regarding how complaints made by young people are addressed have been met. Young people have confidence that their voices are heard and that adults deal with their concerns. Staff have not used any physical interventions since the last inspection. Trusting relationships between young people and staff means that young people are responsive to advice and support of adults caring for them.

The home has undergone refurbishment with young people's rooms and common areas being repainted. Young people live in a comfortable environment enhancing their self-esteem.

About this monitoring visit

The purpose of this visit was to monitor the action taken and progress made by the Children's Home following an Ofsted inspection.