

Children's homes - interim inspection

Inspection date	19/05/2015
Unique reference number	SC429702
Type of inspection	Interim
Provision subtype	Children's home
Registered person	The Ryes College Limited
Registered person address	Aldham Business Centre, New Road, Aldham, COLCHESTER, CO6 3PN

Responsible individual	Katherine Yarbo
Registered manager	Sharon Broadley
Inspector	Deirdra Keating

Inspection date	19/05/2015
Previous inspection judgement	N/A
Enforcement action since last inspection	None
This inspection	
The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection	
<p>This home was judged at the full inspection. At this interim inspection Ofsted judge that it has declined in effectiveness.</p> <p>At the last inspection in January 2015 the home was judged as good. One requirement and two recommendations were raised. The manager has met the requirement and one of the recommendations while one remains outstanding. The overall quality of the care in the home has significantly declined raising a number of regulatory shortfalls. Managerial monitoring of the home has failed to identify basic cleanliness and maintenance issues leaving young people in an environment that feels institutionalised, unwelcome and dirty. During the inspection the management team took immediate action to clean and address maintenance issues in the home.</p> <p>The home has undergone several changes to the existing placement group following an organisational restructure and the closure of two other homes. This has resulted in placement changes to the group that have not been given due consideration to ensure a safe matching process with the existing placement's. Additionally there are staff vacancies while the organisation makes new appointments under the restructure.</p> <p>The manager has worked hard to accommodate new placements. However, the initial impact risk assessment did not address all the apparent of risks. The risk of bullying not was not fully explored. Despite a social worker describing one young person being difficult to work with. Therefore the home has not effectively managed the admission of new young people in relation to the impact on the existing young people and in particular younger children and those vulnerable to external influences.</p> <p>The incidents in the home have risen significantly since the last inspection. Dynamics are volatile and there are a number of bullying incidents in the home. Young people have complained about bullying and some young people say that the relationships between young people is unstable and the differences are causing</p>	

intense feelings and tensions. The updated individual risk assessments detailing potential difficulties are not available. This means staff may not be fully aware of the difficult dynamics and how best to respond. The atmosphere is tense and unpredictable preventing young people from feeling relaxed.

Young people go missing from the home regularly. There are repeated incidents where a young person is missing for more than one night. Staff know the young person's whereabouts. However, staff have been unable to confirm the address as the young person would not disclose this information. This means that young people are not supervised by a consenting adult and make their own travel arrangements leaving them at potential risk while away from the home.

The environment has deteriorated significantly. Ground floor windows left open compromise the security of the building and in particular records pertaining to children's lives. This does not provide adequate storage for sensitive and confidential information.

The exterior of the home is littered with smoking related debris. Items thrown from bedroom windows were evident on the patios and grassed areas to the front and rear of the home. Patio slabs were broken in some places and weeds growing through the patio are in abundance. Two fence panels at the rear of the property were broken. The garden is unkempt and uncared for with potential hazards present to young people.

The interior of the house presented many environmental issues. Windows splattered with liquids and Perspex has been fitted over broken panes. Décor is tired in places and paint work is shabby. The wooden entrance hall flooring is coming apart and the stair carpet was stained and dirty. Two of the bedrooms were in a poor state of disarray and hygiene including stale food on window sills, empty crisp packets and significant damage to a wall and wardrobe. Bed bases are recycled and repainted; they are of poor quality and unsuitable for young people reaching adolescence. The first floor bathroom is dirty with a broken door and debris in the sink. The kitchen is unwelcoming and parts of the fridge and cooker were unclean. One kitchen cupboard front had been broken.

Young people do not treat the home with respect. One young person spoken to said 'it feels like a hostel not a home.' Additionally a young person raised concerns with the independent visitor during May regarding the cleanliness and décor of the home. Despite this the monitoring report did not identify actions linked to the issue and the issue was not addressed by the home by the time of the inspection.

Young people's bedrooms differed in quality, two rooms were personalised and well kept. The lounge and dining areas were adequately clean and comfortable,

however, there were films rated as unsuitable for people under eighteen in both a bedroom and in the lounge.

The manager is managing a number of competing demands including working on shifts. The absence of a deputy manager has left a number of managerial tasks overdue. The oversight of cleaning and maintenance of the home is ineffective resulting in a house that is unclean and unpleasant for young people. The manager failed to monitor this effectively and failed to take action about this prior to the inspection.

Supervision of staff has not taken place with any regularity leaving staff without appropriate support. Risk management updates have not been placed on file. This means that staff responses to the high level of bullying may vary.

Professional feedback was positive, although a number of the professionals were new and had had limited involvement with the home. Social workers who had previously been involved with young people from the home were also positive. Parents spoke positively about the home. One young person remains relatively settled and continues to progress.

Information about this children's home

This section should outline: The children's home is privately owned by an organisation . Education is provided at another site. The home can cater for up to four children with emotional and behavioural disorders.

Recent inspection history		
Inspection date	Inspection type	Inspection judgement
23/01/2015	CH - Full	Good
10/06/2014	CH - Interim	improved effectiveness
18/03/2014	CH - Full	Good

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
<p>12. The protection of children standard:</p> <p>In order to meet the protection of children standard the registered provider must:</p> <p>(2) (d) ensure that the premises used for the purpose of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health.</p>	30/06/2015
<p>14. The care planning standard:</p> <p>In order to meet the care planning standard the registered provider must:</p> <p>(2) (b) (i) ensure arrangements are in place to ensure effective induction of each child into the home.</p>	30/06/2015
<p>13. The leadership and management standard:</p> <p>In order to meet the leadership and management standard the registered provider must:</p> <p>(1) ensure that the leadership and management leads a culture in relation to the children's home that promotes their welfare</p>	30/06/2015
<p>Ensure that all staff receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(b))</p>	30/06/2015
<p>Ensure that the independent visitors report recommends actions in relation to the home where shortfalls are identified. (Regulation 44 (5))</p>	30/06/2015

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 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 who 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*.

Any complaints about the inspection or the report should be made 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 the guidance, please telephone 0300123 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, workbased learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It inspects services for looked after children 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 2015