

## Children's Home – Monitoring visit

<b>Inspection date</b>	<b>28/11/2016</b>
<b>Unique reference number</b>	<b>1226971</b>
<b>Type of inspection</b>	<b>Monitoring</b>
<b>Inspector</b>	<b>Kerry Fell</b>

## **This monitoring visit**

The monitoring visit was conducted following an inspection which resulted in an inadequate judgement on 12 October 2016. Three compliance notices were served in relation to the following:

- Regulation 12, the protection of children standard: shortfalls were identified in safeguarding practice. This included concerns about the referral of a child protection concern, an internal investigation, identification of potential bullying incidents, monitoring and behaviour management and the use of padded rooms.
- Regulation 13, the leadership and management standard: shortfalls were identified in the overall day-to-day management of the children's home. Specifically, that the registered manager, who is also the CEO, has wide-ranging demands on their time, which had an impact on their oversight of the children's home. Shortfalls were identified in relation to the monitoring and review of staff practice, risk assessment, care planning and behaviour management.
- Regulation 20, restraint and deprivation of liberty: the children's home had padded rooms that were being used as part of the behaviour management plans for young people. Concerns were also identified with regard to the number of incidents that resulted in physical intervention for one young person.

A further 10 requirements were also made to address the shortfalls identified at the full inspection.

The social care compliance inspector met the registered manager and head of care, and completed a review of the action plan produced following the full inspection. The inspector also looked at care plans, minutes of meetings and visited the houses during the monitoring visit.

Since the full inspection, the provider has recruited additional staff. This has allowed the school to designate staff to oversee safeguarding and practice in the school and the children's homes separately. This also allows the registered manager to increase the time that they are in the children's home. The provider is advertising for a head of care and lead safeguarding officer who will become the registered manager. The registered manager now has their office in Tyndale House, and they are completing reports of their visits to each house. This provides a better overview of the day-to-day running of the children's home.

The use of the padded rooms has ceased and the padding has been removed from the walls. These rooms are being renovated. The use of padding for specific young

people has been, and is being, kept under review by leaders, managers and staff.

A programme is in place to personalise bedrooms identified as lacking personalisation or identified as sparse at the full inspection. Staff are working closely with the young people over this and posters and photographs are on display in these bedrooms.

An occupational therapist is assisting the staff team to develop a plan that introduces personal items, homely decoration and soft furnishings to one young person's room. Staff are following this plan and are monitoring this through a daily log, which will be reviewed in early December 2016.

Additional external training is arranged for the safeguarding team, which will be delivered in December 2016, and safeguarding practice has been reinforced with staff. Policies and procedures have also been reviewed and updated when required.

Work has been completed through staff team meetings to review and refresh training in relation to countering bullying and safeguarding practice. Further refresher training in relation to behaviour management is planned.

Senior staff are reviewing the use of physical intervention and behaviour management through an analysis of the incident records on the children's home's behaviour watch system. This is allowing the registered manager to begin to identify trends and themes.

Care plans are being reviewed, and a new shortened format is being used to provide staff with the information they need to meet young people's daily and immediate needs. These documents signpost staff to other records that provide further information about health needs and behaviour management.

A case review has agreed that the compliance notices have been met. A further full inspection will be completed as part of the normal inspection processes.

## Information about this children's home

### 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 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 within the given timescales.

Requirement	Due date
6: The quality and purpose of care standard	25/11/2016
7: The children's views, wishes and feelings standard	25/11/2016
10: The health and well-being standard	25/11/2016
11: The positive relationships standard	25/11/2016
12: The protection of children standard	25/11/2016
13: The leadership and management standard	25/11/2016
14: The care planning standard	25/11/2016
16: Statement of purpose	25/11/2016
19: Behaviour management and discipline	25/11/2016
20: Restraint and deprivation of liberty	25/11/2016
35: Behaviour management policies and records	25/11/2016
36: Children's case records	25/11/2016
40: Notification of a serious event	25/11/2016

## **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.

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