

Children's homes – Interim inspection

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| Inspection date | 20/02/2017 |
| Unique reference number | 1230415 |
| Type of inspection | Interim |
| Provision subtype | Children's home |
| Registered provider | Beacon Childcare Limited |
| Registered provider address | Hazlewoods, Windsor House, Bayshill Road, Cheltenham GL50 3AT |
| Responsible individual | Matthew Fisher |
| Registered manager | Paul Sweeney |
| Inspector | Matt Hedges |

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| Inspection date | 20/02/2017 |
| Previous inspection judgement | Requires improvement |
| 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 requires improvement at the full inspection. At this interim inspection, Ofsted judges that it has improved effectiveness.</p> <p>One young person has lived in the home since it was registered in September 2016. Since the last inspection, the young person has experienced a number of challenges. These have understandably affected her emotional well-being. These issues ultimately led to her moving out of the home. The registered manager made sure that the move was well planned and that the young person and her family were supported. This helped to reduce the young person's anxieties at a difficult time.</p> <p>Despite these difficulties, the young person made good progress in some key areas. For example, at the last inspection, she was not accessing any education, employment or training. Since that time, she has started at a new school. Her attendance has been very good. This has helped her to make progress academically. She has also been involved in a number of positive activities including raising money for charity and completing some training courses in her spare time. A mental health professional commented, 'This is the best placement that the young person has had. The staff are positive. They were good at supporting her when she moved.'</p> <p>At the last inspection, Ofsted judged that the impact and effectiveness of leaders and managers were inadequate. The registered manager's oversight has improved since then. He has developed his monitoring systems and has effectively addressed some areas of weakness. As a result, he has met the majority of the shortfalls identified at the last inspection. This includes improvements to aspects of safeguarding, education and medication procedures.</p> <p>However, the registered manager has failed to rectify three previous shortfalls. The first relates to the home's statement of purpose. Specifically, the registered manager has not updated this document to include the details, experience or qualifications of a new member of staff. This shortfall has little impact on the quality of care offered to the young person.</p> <p>The second shortfall refers to staff supervision. Despite improvements for some staff, others still receive supervision infrequently. This denies them the opportunity</p> | |

to understand and manage their own feelings and responses to incidents or to the behaviour of the young person.

Third, the registered manager has failed to make sure that all staff are safely vetted prior to starting employment. Omissions include the failure to secure a full employment history and to ensure that gaps in employment are explored. The registered manager has also failed to verify the reasons why some previous positions (working with children or vulnerable adults) ended. Also, the dates of previous employment provided by applicants do not always match those given in the employer's reference. The registered manager does not record or evidence his risk assessment as to whether applicants with previous convictions are suitable to work in the home. This prevents adequate analysis of those decisions. These shortfalls in recruitment procedures could allow unsuitable adults to work in the home.

Despite some fluctuations in the young person's behaviour, staff generally supported her well. Staff and the registered manager celebrated positive behaviour. This helped the young person's self-esteem to develop. On a small number of occasions, sanctions were used in response to negative behaviours. Overall, these measures were appropriate. However, the quality of recording in this area is variable. For example, a record is not always made within 24 hours. Nor do records show that the registered manager has spoken to the user about the measure or signed the record to show that it is accurate, within 48 hours. On some occasions, there is no evidence to show that the young person was spoken to within five days of the use of the measure. These are primarily recording issues. However, they could reduce the oversight that the registered manager has.

Since the young person has left the home, staff have started to make improvements to some aspects of the home's decor. However, the carpets in many areas are marked and dirty, as is the paint on some walls. In addition, some of the young person's belongings are yet to be collected by her family. These are inappropriately stored in plastic bags due to a lack of acceptable storage. The shortfalls in furnishing and design detract from the homely environment that the registered manager and staff team wish to create.

The registered manager has developed strong working relationships with a range of other agencies. This includes health, social care, youth offending services and education. One youth offending worker stated, 'This is one of the best services I work with. They do a fantastic job.' A social worker commented, 'We have a good working relationship. Communication and joint working is great.'

Information about this children's home

The home may only provide care and accommodation for up to four children who have emotional and/or behavioural difficulties. A private provider operates the home.

Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|----------------------|
| 18/10/2016 | Full | Requires improvement |

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 within the given timescales.

| Requirement | Due date |
|---|------------|
| <p>6. The quality and purpose of care standard</p> <p>In order to meet the quality and purpose of care standard, with particular reference to the building, the registered person must ensure:</p> <p>(2)(c)(i) that the premises used for the purposes of the home are designed and furnished so as to meet the needs of each child.</p> | 24/03/2017 |
| <p>11. The positive relationships standard</p> <p>In order to meet the positive relationships standard, with particular reference to supervision, the registered person must ensure that staff:</p> <p>(2)(a)(x) are provided with supervision and support to enable them to understand and manage their own feelings and responses to the behaviour and emotions of children, and to help children to do the same.</p> | 24/03/2017 |
| <p>The registered person must compile in relation to the children's home a statement ('the statement of purpose') which covers the matters listed in Schedule 1. (Regulation 16 (1))</p> | 24/03/2017 |
| <p>The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. (Regulation 32 (1))</p> | 24/03/2017 |
| <p>The registered person may only employ an individual to work at the children's home if full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (3)(d))</p> | 24/03/2017 |
| <p>The registered person must ensure that within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made. Within 48 hours of the use of the measure, the registered person, or a person who is authorised</p> | 24/03/2017 |

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| <p>by the registered person to do so ('the authorised person') has spoken to the user about the measure and has signed the record to confirm it is accurate. Within five days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35 (3)(a)(b)(i)(ii)(c))</p> | |
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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 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'.

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