

Children's homes – Interim inspection

Inspection date	21/02/2017
Unique reference number	SC033502
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	City of Bradford Metropolitan District Council
Registered provider address	City Hall, Centenary Square, Bradford, West Yorkshire BD1 1HY
Responsible individual	David Byrom
Registered manager	Christopher Workman
Inspector	Debbie Foster

Inspection date	21/02/2017
Previous inspection judgement	Good
Enforcement action since last inspection	None
This inspection	
<p>The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection</p> <p>This home was judged good at the full inspection. At this interim inspection, Ofsted judges that it has sustained effectiveness.</p> <p>Young people respond well to the good relationships built with the child-centred core staff team. Three young people said that this is a good place to live and that they get on well with the staff. Most continue to make or sustain good progress relating to keeping safe, attending education, and building social and independence skills.</p> <p>The day-to-day experience for one young person is declining, however. This relates to keeping to routines and boundaries that keep him safe and attending school. All professionals are working together, taking clear action to address the deterioration, and to protect and keep him safe from harm.</p> <p>Professionals report that staff work well with them, passing essential information on promptly and assisting young people to attend appointments to support their well-being and safety.</p> <p>The home has implemented one of the two previous requirements and one of the two recommendations made at the last inspection. Prompt investigations into complaints occur. Records clearly detail the action taken. The complainant has received the outcome and is satisfied with the findings. There has been action taken to implement a recommendation made at a young person's review to ensure that they understand the home's rules and expectations.</p> <p>A requirement made at the last inspection is partially met. Some staff have completed child sexual exploitation training to expand their knowledge further. There are plans for the rest of the staff team to undertake this training.</p> <p>Action is yet to be taken to implement one recommendation. There has been no review of the statement of purpose. It does not set out clearly the type of young people to be cared for, in line with the recent service changes, including any necessary staffing level alterations and taking into account the building modifications.</p> <p>For a particular young person, missing from care episodes have increased. Staff</p>	

follow the missing from care protocol in most, but not all, instances. Members of staff have not always undertaken searches. Staff have been unable to collect the young person when the latter has been involved in disturbances in the community. It is not clear whether key work discussions, and advice and guidance on the risk-taking behaviour have taken place with the young person concerned on all occasions. This is a missed opportunity to try to stop or reduce the risk-taking behaviour. In addition, not all serious incidents have been reported to Ofsted, in compliance with the regulations.

The home has an experienced senior and core staff team. However, the home has several long-standing vacancies. This has an unhelpful impact on occasions in the day-to-day running of the home and in the deployment of staff to carry out all the required care support and other duties.

Monitoring of the service remains at a suitable standard. Deficits are identified and being addressed to bring improvement and maintain the good quality of care. This has included an action plan to protect those young people at risk of harm.

Information about this children's home

This is a local authority children's home. It provides care and accommodation for up to six children who have emotional and/or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/10/2016	Full	Good
23/02/2016	Interim	Sustained effectiveness
22/09/2015	Full	Good
17/03/2015	Interim	Sustained effectiveness

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 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 must comply within the given timescales.

Requirement	Due date
<p>The registered person must notify HMCI and each other relevant person without delay if:</p> <ul style="list-style-type: none"> a child is involved in, or subject to, or is suspected of being involved in or subject to, sexual exploitation: an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious; there is an allegation of abuse against the home or a person working there. a child protection enquiry involving a child: <ul style="list-style-type: none"> (i) is instigated; or (ii) concludes <p>If there is any other incident relating to a child, which the registered person considers to be serious. (Regulation 40 (4) (a) (b) (c) (d) (i) (ii)(e))</p>	28/04/2017
<p>The registered person must ensure that the home is at all times conducted in a manner which is consistent with its statement of purpose. (Regulation 16 (1) (5))</p> <p>In particular, the home must recruit to the four staff vacancies to ensure that it has a full staff team.</p>	28/06/2017

Recommendations

To improve the quality and standards of care further, the service should take account of the following recommendations:

- Homes are required to develop and keep under review a 'statement of purpose'. (regulation 16 and schedule 1) The home's statement of purpose should be child-focused, indicating how the home provides individualised care to meet the Quality Standards for the children in their care. ('Guide to the children's homes regulations including the quality standards', page 14, paragraph 3.5)

In particular, include details of the young people to be cared for. Review the staffing arrangements and any building modifications that may need to be

considered as a result of these changes.

- Sufficient staff means a home having enough suitably trained staff (including someone in a management role) on duty to meet the assessed needs of all children in the home, and that those staff are able to respond to emergency placements, where accepted. The registered person must demonstrate every effort to achieve continuity of staffing so that children's attachments are not overly disrupted, including ensuring that the employment of any temporary staff will not prevent children from receiving the continuity of care that they need. (Regulation 31 (1)) ('Guide to the children's homes regulations including the quality standards', page 51, paragraph 10.1)

In particular, ensure that all staff receive training in child sexual exploitation and self-harm.

- Where there is a possibility that a child will run away or go missing from a children's home placement, their placement plan should include a strategy to minimise this risk. If the child is looked after, their care plan (arranged by their placing authority) should include such a strategy. ('Guide to the children's homes regulations including the quality standards', page 45, paragraph 9.24)

In particular, staff should go out to search for young people on all occasions when they are missing from care, in line with the 'missing from care' procedures and protocols.

- Children's home staff should take reasonable precautions and make informed professional judgements based on the individual child's needs and developmental-stage about when to allow a child to take a particular risk or follow a particular course of action. Staff should discuss the decision with the child's placing authority where appropriate. If a child makes a choice that would place them or another person at significant risk of harm, staff should assist them to understand the risk and manage their risk taking behaviour to keep themselves and others safe. ('Guide to the children's homes regulations including the quality standards', page 42, paragraph 9.7)

In particular, make sure that on all occasions when young people are undertaking inappropriate behaviour in the wider community, staff should act as any parent would, and go to collect them and bring them home.

- Children must feel safe and be safe. Staff should support children to be aware of and manage their own safety both inside and outside the home to the extent that any good parent would. Staff should help children to understand how to protect themselves, feel protected and be protected from significant harm. ('Guide to the children's homes regulations including the quality standards', page 43, paragraph 9.9)

In particular, ensure that direct work is undertaken with young people who are putting themselves at risk and record these sessions.

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 whom 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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