

Children's homes – Interim inspection

Inspection date	27/02/2017
Unique reference number	1155761
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	Carbrey Care Ltd
Registered provider address	17 Brunswick Square, Gloucester, Gloucestershire GL1 1UG

Responsible individual	Louise Brannon
Registered manager	Steven Robertson
Inspector	Nicola Lownds

Inspection date	27/02/2017
Previous inspection judgement	Requires improvement
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 requires improvement at the full inspection. At this interim inspection Ofsted judges that it has improved effectiveness.</p> <p>The leadership and management of the home have strengthened since the last inspection. The manager is now registered with Ofsted and has the necessary skills and experience to fulfil this role. A safeguarding consultant is part of the management team, and the responsible individual has an active role in monitoring and reviewing the quality of care. The home feels less chaotic than it has done on previous inspections. There is a sense of calm, and the leaders and managers have more control over the home.</p> <p>Leaders and managers have improved the monitoring systems that are in place to review the quality of care children and young people receive. A comprehensive quality of care review identifies the strengths and weaknesses of the home. The registered manager has a clear vision for the home, and continues to make positive changes to improve the experiences of children and young people in the home. The senior team meets weekly to review and analyse all matters of care relating to keeping children safe.</p> <p>Children and young people are starting to build positive relationships with staff. Their ability to form attachments is improving as the staff team becomes more stable, with less use of bank or casual agency staff. The registered manager has good oversight of the team, and he has conducted a review into the competency and consistency of the team. The registered manager has a strong ethos and values, which are starting to embed throughout the team. The recruitment of new staff has focused on bringing in skilled, high-quality staff who have previous experience of working in children's homes.</p> <p>Leaders and managers have established a system that uses the same rigour of safer recruitment checks for staff recruited through an agency as they do for their own permanent staff. This is a positive move that strengthens the recruitment process and acts as a safeguard for children and young people.</p> <p>The development of the training programme includes specialist training required to meet the specific health needs of some of the children and young people. The workforce development plan sets out a training programme that aims to upskill the</p>	

staff, and focuses on key areas of further training that are most relevant to the needs of the children and young people in their care.

Leaders and managers have introduced an electronic database recording system, which is still in its infancy. This system records a wealth of information, including records relating to safeguarding and behaviour. The system is currently fragmented, as information is recorded in a number of areas that do not always link together to build the bigger picture of events, monitoring and oversight.

The safeguarding consultant has a positive role in the home, supporting leaders and managers to manage safeguarding concerns effectively and embed the child protection procedure. Risk assessments, including those conducted to ascertain if the home can meet the needs of a child or young person before they move in, are robust and clearly identify strategies to minimise risk.

Leaders and managers ensure that staff have good knowledge of missing protocols and follow these with rigour when children and young people do go missing. There are strong collaborative links with the local police, which contribute to children and young people being safer. The staff receive training on child sexual exploitation and safeguarding. The registered manager ensures independent return home interviews are offered to children and young people when they have been missing. The staff also chat with children and young people when they come home, to ensure they are safe and to check whether they need any further support.

Care plans link in well to behaviour support plans, lone-working risk assessments and risk assessments. Leaders and managers have developed these plans to reflect the needs of children and young people around key areas of concern or targets they are working towards to make progress in their lives.

Information about this children's home

This home is run by an established private company that provides services to vulnerable people. The home is registered to provide care for up to three children and young people who have emotional and/or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/07/2016	Full	Requires improvement
16/05/2016	Monitoring visit	N/A
12/04/2016	Full	Inadequate

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, the registered person must ensure that children receive care from staff who:</p> <p>2(b)(iv) provide personalised care that meets each child's needs, as recorded in the child's relevant plans, taking account of the child's background.</p> <p>In particular, improve the quality of the care plans so they clearly describe children and young people's personality and identity.</p>	11/04/2017
<p>13. The leadership and management standard</p> <p>In order to meet the leadership and management standard, the registered person enables, inspires and leads a culture that:</p> <p>(h) uses monitoring and review systems to make continuous improvements in the quality of care provided in the home.</p> <p>In particular, continue to improve the recording system for safeguarding records.</p>	11/04/2017

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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