

Children's home – Monitoring visit

Inspection date	23/03/2017
Unique reference number	1228092
Type of inspection	Monitoring
Inspector	Rosie Davie

This monitoring visit

A monitoring visit was carried out on 1 March 2017 which resulted in the issuing of a compliance notice in relation to the fitness of workers. The purpose of this monitoring visit is to assess how effectively the provider has met the required action.

The provider has made effective changes to the complete process for the recruitment and vetting of all staff. For example, where required, references have been retrospectively sought and job applications have been re-worded to reflect the position applied for, that of working in a children's home.

Where disclosure and barring checks show previous convictions, there is evidence of a discussion with the individual about the impact of the offences relevant to working in a children's home. But, of the risk assessments sampled, while they are signed by the individual, the registered manager and the responsible individual, which is an improvement, the date of signing is not clear. The result is a further shortfall in regulation. This is because failure to date the staff risk assessments means that there is no clear timeline to ascertain when all parties agreed to the outcome and any actions from the discussions held.

The remaining shortfalls in regulation and quality standards were not fully examined in this visit. This means that progress in these areas will be reviewed at the next routine inspection.

Information about this children's home

A single home, this independent provider offers care and support for up to four children irrespective of gender who have emotional and/or behavioural difficulties.

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 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>13: The leadership and management standard</p> <p>In order to meet the leadership and management standard, the registered person must:</p> <p>(2) (h) use monitoring and review systems to make continuous improvements in the quality of care provided in the home.</p> <p>This is with specific reference to the dating of risk assessments for the staff who have previous convictions.</p>	14/04/2017
<p>11: The positive relationships standard</p> <p>In order to meet the positive relationships standard, with specific reference to incidents in the home, the registered person must ensure that staff:</p> <p>(2) (xi) de-escalate confrontations with or between children, or potentially violent behaviour by children.</p>	31/03/2017

Recommendations

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

- The registered person should only accept placements for children when they have fully considered the impact that the placement will have on the existing group of children. ('Guide to the children's homes regulations including the quality standards', page 56, paragraph 11.4)
- In a restraint situation, staff should use their professional judgement, supported by their knowledge of each child's risk assessment, an understanding of the needs of the child and an understanding of the risks that the child faces. ('Guide to the children's homes regulations including the quality standards', page 48, paragraph 9.53) This is with specific reference to when any child makes allegations against staff.
- The registered person must ensure that staff can access appropriate facilities

and resources to support their training needs, and should understand the key role that they play in the training and development of staff in the home. ('Guide to the children's homes regulations including the quality standards', page 53, paragraph 10.11)

- The registered person must ensure that all staff are familiar with the home's policies on record-keeping. ('Guide to the children's homes regulations including the quality standards', page 62, paragraph 14.4) This is with specific reference to records of every adult visiting the home.

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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