

# 1248979

**Little Belsteads Care Home Limited**

Monitoring visit

## **Information about this children's home**

This privately owned home provides care for up to four children who have learning disabilities.

**Inspection date:** 9 August 2017

## **This monitoring visit**

This children's home was judged inadequate at the full inspection on 18 July 2017. Following this monitoring visit of the children's home, the home's the new full inspection judgement is: requires improvement to be good.

A compliance investigation visit was undertaken by a social care regulatory inspector on 9 August 2017 to evaluate the progress the home has made in meeting the compliance notice and the progress towards meeting the additional five requirements and two recommendations from the full inspection.

The provider has met the compliance notice and has made good progress in addressing the shortfalls raised at the last inspection.

There is a new interim manager who is responsible for the day-to-day running of the home. There is a consistent group of core staff to work with the children. All of the recruitment files have been audited, and relevant recruitment checks are in place. Systems are in place to ensure that no new staff will be able to work in the home until all checks have been made and verified.

The manager has implemented a robust storage system for medication. This system, along with the training that staff have received, provides a clear process for the administration of medication.

Good progress has been made in relation to the five requirements and two

recommendations made at the last inspection. The staff have received mandatory training, including safeguarding, medication and additional training to support and embed the ethos of the home as set out in the home's statement of purpose.

The manager has completed workshops with the staff to evaluate their understanding of the training they have received and highlight any further training needs. The manager completes a review of training with the staff as part of the supervision process. This process enables the manager to assess whether the staff fully understand the training that they receive, whether the staff are aware of any potential risks, and how these can be managed to safeguard children. The staff spoken to during the inspection had a clear understanding of the ethos of the home and of the expectations that the management team has of the staff providing care to children.

The staff complete a robust and clear induction, which is reviewed. The induction incorporates any areas for personal development and training needs. All staff receive regular supervision, which is clearly recorded. This support ensures that the staff are able to reflect on their practice to safeguard children.

The manager has been working closely with the designated officer and understands what to do if allegations are made. This management oversight means that allegations and referrals are likely to be dealt with in line with the correct protocols to safeguard children.

The staff have completed physical restraint training in order to keep children safe when they display challenging behaviours. As part of his evaluation, the manager has spoken to staff during supervision to ensure that staff are clear on the paperwork required should a restraint occur.

The compliance notice is met, and significant progress is being made towards the five remaining requirements and recommendations made at the last inspection being met. Therefore the judgement for this home has been changed to requires improvement to be good.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/07/2017	Full	Inadequate

## What does the children's home need to do to improve?

### Statutory requirements

This section sets out the actions that the registered person(s) must take to meet 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>The protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure that staff assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child, and help each child to understand how to keep safe. (Regulation 12 (1)(2)(a)(i)(ii))</p>	01/09/2017
<p>The care planning standard is that children receive effectively planned care in or through the children's home and have a positive experience of arriving at the home. (Regulation 14 (1)(a)(b))</p>	01/09/2017
<p>The registered person must ensure that all employees undertake appropriate continuing professional development and receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(a)(b))</p>	01/09/2017
<p>The registered person must implement the policy which sets out the procedure to be followed in the event of an allegation of abuse or neglect. (Regulation 34 (1)(b))</p>	01/09/2017
<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 that an accurate record is made which includes a description of the measure and its duration, the name of the person who used the measure ('the user'), and of any person present when the measure was used, and a description of any medical treatment administered, as a result of the measure. (Regulation 35 (3)(a)(iv)(vi)(viii))</p>	01/09/2017

### Recommendations

- In some extreme cases where children have very complex care needs, a child may need to be restrained by chemical means. Any use of such restraint

should follow a rigorous assessment process and, as with any restraint, be necessary and proportionate. Whenever such restraint is planned, it should be identified within a broad-ranging, robust behaviour support plan which aims to bring about the circumstances where continued use of such restraint will no longer be required. ('Guide to the children's homes regulations including the quality standards', page 47, paragraph 9.45)

- The registered provider should have a workforce plan which can fulfil the workforce related requirements of regulation 16, schedule 1 (paragraphs 19 and 20). The plan should:
  - Detail the necessary management and staffing structure (including any staff commissioned to provide health and education), the experience and qualifications of staff currently working within the staffing structure, and any further training required for each member of staff to enable delivery of the home's statement of purpose;
  - Detail the processes and agreed timescales for staff to receive induction, probation and any core training;
  - Detail the process for managing and improving poor performance;
  - Detail the process and timescales for supervision of practice and keep appropriate records for staff in the home.

The plan should be updated to include any new training and qualifications completed by staff while working at the home, and used to record the ongoing training and continuing professional development needs of staff, including the home's manager. ('Guide to the children's homes regulations including the quality standards', page 53, paragraph 10.8)

## **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.

## **Children's home details**

**Unique reference number:** 1248979

**Provision sub-type:** Children's home

**Registered provider:** Little Belsteads Care Home Limited

**Registered provider address:** Little Belsteads, Back Lane, Little Waltham,  
Chelmsford CM3 3PP

**Responsible individual:** Peter Adams

**Registered manager:** Post vacant

## **Inspector**

Trish Palmer, social care inspector

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