

1253711

Registered provider: Beacon Child Care Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is registered to provide care for three children up to the age of 18. The home offers care for children who have social and/or emotional difficulties. The home is privately owned.

The manager has been registered with Ofsted since June 2017.

Inspection date: 7 June 2018

Judgement at last inspection: requires improvement to be good

Date of last inspection: 12 March 2018

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

This home was judged requires improvement to be good at the last full inspection. At the interim inspection, Ofsted judges that it has declined in effectiveness.

This inspection took place after anonymous concerns were raised with Ofsted about the safety of children, the sufficiency of staffing and the physical condition of the home.

Significant shortfalls were found as a result of this interim inspection:

- Managers told the inspector that they were unable to keep one child safe. However, they have not sufficiently escalated their concerns to the placing authority. Managers have failed to take further action when there has been no response from the placing authority about increasing staffing to help to reduce the risks posed to one child. In addition, managers have failed to adequately

challenge the placing authority when return home interviews have not been carried out when a child has returned from being missing from care. This has left one child at significant risk of harm.

- Managers have failed to update children's risk assessments and to provide staff with enough guidance on how to manage and reduce risks effectively. For example, one child's risk assessment has not been updated to reflect that the child managed to steal a car.
- Managers have not made sure that they have adequate staffing to meet the children's needs.
- No action has been taken to address the environmental shortfalls found at the last inspection. A slow response from managers to improving the physical condition of the home has resulted in a further decline in standards. For example, the lounge has an unpleasant smell because there has been a water leak from a bathroom which has soaked into the lounge ceiling. Staff told the inspector that the leak had caused the electricity to go off and that water had managed to get into a smoke detector. Managers have been too slow in getting a competent person in to check that the electrical system is safe. In addition, managers have not investigated the cause of leak; they were not sure if it had come from the toilet or the bath. This failure to investigate has put children at risk of harm. It has taken these concerns to be raised by Ofsted before any action has been taken to make the environment safe.

On the day of this interim inspection, some of the requirements from the last full inspection remained within the timescale for completion. Consequently, this visit has considered the progress that staff and managers have made towards meeting these requirements, rather than whether requirements are met:

- Staffing rotas are now clear about the specific times that staff are on duty. However, when changes to the staffing occur this is not always recorded on the rota. This means that rotas are not clear about who has been in contact with children should this information be needed in the future.
- Staff have still not ensured that they have a copy of a child's annual health assessment. This means that staff do not have access to all the available information needed to inform them about children's health needs.
- Records of physical intervention continue to not meet regulation. For example, one record did not specify the methods used to hold one child on a bed. Records are not clear about how de-escalation techniques are used or when children are spoken to after being involved in a physical restraint. There remains a lack of managerial oversight of physical intervention records. This means that managers do not have a clear understanding of whether staff practice is promoting the safety and welfare of children.
- Progress in ensuring that staff have regular reflective supervision is slow.

Difficulties with access have meant that staff have been delayed in making use of a new online training suite. However, the manager has implemented a revised induction programme to help to improve the knowledge and development of new staff.

- The manager has increased his oversight of the administration of medication and has introduced a new recording system.

One new concern was found at this visit:

- The registered manager has not ensured that fire safety arrangements in the home are reviewed and that practice promotes children's safety. For example, the manager has not ensured that a timely review of the home's fire safety risk assessment has been completed. Furthermore, staff did not have access to a master key to be able to access one child's bedroom during the inspection. Ofsted made a referral to the fire authority during the inspection. The inspector was also shown a window in a child's bedroom that had been screwed shut.

Despite the shortfalls found at this inspection, one child continues to do well at college and is enjoying sports coaching. Another child has better arrangements about spending time with their friends. This has helped to significantly reduce the number of times she goes missing from home.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/03/2018	Full	Requires improvement to be good

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
In meeting the quality standards, if the registered person considers, or staff consider, a placing authority's or a relevant person's performance or response to be inadequate in relation to their role, challenge the placing authority or the relevant	27/07/2018

person to seek to ensure that each child's needs are met in accordance with the child's relevant plans. (Regulation 5(c))	
The protection of children standard is that children are protected from harm and enabled to keep themselves safe. 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. (Regulation 12(1) and (2)(a)(i))	25/06/2018
The protection of children standard is that the registered person must ensure that staff understand their roles and responsibilities in relation to protecting children that are assigned to them by the registered person. (Regulation 12(2)(a)(v))	25/06/2018
The protection of children standard is that the registered person must ensure that the premises used for the purpose of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health. (Regulation 12(2)(d))	27/07/2018
The leadership and management standard requires the registered person to ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13(2)(c))	25/06/2018
The leadership and management standard requires the registered person to ensure that the home has sufficient staff to provide care for each child. (Regulation 13(2)(d))	27/07/2018
The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines into the home. (Regulation 23(1))	25/06/2018
If the Regulatory Reform (Fire Safety) Order 2005(a) applies to the home the registered person must ensure that the requirements of that Order and any regulations made under it, except for article 23 (duties of employees), are complied with in respect of the home. (Regulation 25 (2)(b))	27/07/2018
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. (Regulation 32(1) (3))	02/07/2018
The registered person must ensure that each employee completes an appropriate induction. (Regulation 33 (1))	25/06/2018
The registered person must ensure that all employees undertake appropriate continuing professional development. This is in relation to training to raise awareness of the Prevent duty, online safety and first aid. (Regulation 33 (4)(a))	02/07/2018
The registered person must ensure that all employees receive practice-related supervision by a person with appropriate experience and have their performance and fitness to perform their roles appraised at least once a year. (Regulation 33 (4)(b))	02/07/2018
The registered person must ensure that within 24 hours of the	27/07/2018

use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes a description of the measure and its duration and details of any methods used or steps taken to avoid the need to use the measure. (Regulation 35(3)(a)(iv)(v))	
The registered person must ensure that within 5 days of the use of the measure, the registered person or authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35(3)(C))	27/07/2018
The registered person must maintain records ('case records') for each child that include the information and documents listed in Schedule 3. (Regulation 36 (a)) This is with particular reference to obtaining copies of young people's health assessments.	27/07/2018
The registered person must maintain in the home the records in schedule 4. (Regulation 37(2)(a)) This includes a copy of the staff duty roster of persons working at the home, and a record of the actual rosters worked.	27/07/2018
The registered person must complete a quality of care review by establishing and maintaining a system for monitoring, reviewing and evaluating the feedback and opinions of children about the children's home, its facilities and the quality of care they receive in it. In particular the system referred to in paragraph (2) must provide for ascertaining and considering the opinions of children, their parents, placing authorities and staff. (Regulation 45 (2)(b)(5))	02/07/2018

Recommendations

- Ensure that there is a workforce plan in place, which can fulfil the requirements of Regulation 16 Schedule 1. ('Guide to the children's homes regulations including the quality standards', page 53, paragraph 10.8)

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and 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.

Using the 'Social care common inspection framework', this inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, 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'.

Children's home details

Unique reference number: 1253711

Provision sub-type: Children's home

Registered provider: Beacon Child Care Limited

Registered provider address: Hazlewoods, Windsor House, Bayshill Road,
Cheltenham GL50 3AT

Responsible individual: Rikesh Asthana

Registered manager: James Henderson

Inspector

Alison Cooper, social care inspector

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