

1271587

Registered provider: Greenfields Adolescent Development Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private company. It is registered for up to four young people aged 10 to 17 who have experienced adverse childhood experiences that have led to associated trauma and presenting complex behaviours.

The registered manager was registered with Ofsted in April 2018. The registered manager is appropriately experienced and qualified. There is a new manager applying to register with Ofsted.

Inspection dates: 23 to 24 October 2018

Overall experiences and progress of children and young people, taking into account	Good
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How well children and young people are helped and protected	Good
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The effectiveness of leaders and managers	Good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: This is the home's first inspection.

Overall judgement at last inspection: Not applicable

Enforcement action since last inspection: none

Recent inspection history

This is the home's first inspection.

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 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, a record is made which includes—</p> <p>the name of the child;</p> <p>details of the child's behaviour leading to the use of the measure;</p> <p>the date, time and location of the use of the measure;</p> <p>a description of the measure and its duration;</p> <p>details of any methods used or steps taken to avoid the need to use the measure;</p> <p>the name of the person who used the measure ("the user"), and of any other person present when the measure was used;</p> <p>the effectiveness and any consequences of the use of the measure; and</p> <p>a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure.</p> <p>The registered person must ensure that within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")—</p> <p>has spoken to the user about the measure; and</p> <p>has signed the record to confirm it is accurate.</p> <p>(Regulation 35(3)(a)(i-viii),(b)(i)(ii))</p>	21/12/2018
<p>The registered person must maintain records ("case records") for each child which are kept up to date and are signed and dated by the author of each entry. (Regulation 36(1)(b)(c))</p>	21/12/2018

Recommendations

- The policy for the protection of children from abuse or neglect should be available and explained to children and their families as well as to all staff, whatever their role. The registered person must make sure that all staff are familiar with this policy and act in accordance with it, in particular how to use it to report a concern. ('Guide to the children's homes regulations including the quality standards', page 44, paragraph 9.21)

Inspection judgements

Overall experiences and progress of children and young people: good

This is the first inspection of this home. It was registered with Ofsted in April 2018. The home is in a quiet and beautiful rural setting. It is modern, welcoming and bright. It is decorated to a high standard. Children have ensuite bathrooms, with large bedrooms personalised to their choice.

Children receive high levels of care and attention to help meet their complex needs. Internal care plans are well written, with a clear focus on achieving outcomes and objectives. This means that children make progress from their starting points.

During this inspection, children shared that they are happy living at this home. Children's wishes and feelings are at the heart of the work that staff do. Children are regularly consulted about how they feel through regular house meetings and consultation. Staff complete 'getting to know me' packs with children. This means that staff listen to what children have to say, helping them to build warm relationships.

Staff keep detailed records of children's activities and progress. Weekly reports provide an overview of children's behaviour and achievements. However, staff need to ensure that they consistently record key-working sessions with young people. There is the potential that the progress that children are making is not being properly documented.

Children who have been out of education for some time benefit from attending daily on-site education next to the home. This builds their confidence and self-esteem. Children make progress because of stable routines, with therapeutic oversight and support.

Staff ensure that they spend quality time with children baking cakes, walking in the countryside, visiting historical monuments, rock climbing and visiting Laser Quest. This means that children access a wide range of fun activities to meet their health and well-being.

How well children and young people are helped and protected: good

Staff keep children safe at this home and prioritise their well-being. There have been no significant safeguarding incidents at this home since registration. There are clear safeguarding processes in place with good management oversight. However, some staff were not confident in their understanding of these processes during this inspection. This

could place children at risk if not properly understood and actioned by staff.

Managers make sure that detailed and well-written risk assessments inform staff about the needs of children. This helps staff to provide high levels of effectively planned care. This helps children to develop their awareness of risk.

Two children have made minor complaints since the home was registered. These have been promptly responded to by the manager and the outcomes shared in writing. As a result, children feel listened to and that their wishes are acted on.

Staff use physical restraint as a last resort and ensure that children are debriefed appropriately. However, some recordings of physical restraint were not fully completed. Further, some records lacked an evaluative overview by the manager to include clear signatures and dates. This could place children at risk if accurate accounts are not completed.

The effectiveness of leaders and managers: good

The registered manager is experienced and skilled in his role. Staff speak positively about the support provided, as well as that of the responsible individual who has a good oversight of the home. The registered manager will transition into another role and a new manager has been recruited. This person is in the process of applying to Ofsted for registration

The registered manager ensures that high-quality care is provided to young people through a consistent and dedicated staff team. The registered manager makes sure that matching risk assessments are well written, and that young people receive a warm welcome to the home.

Staff talk positively about working at this home. Staff describe the registered manager and deputy manager as very approachable. Staff receive regular, good-quality supervision which is clearly recorded.

Team meetings are held regularly and are well recorded with clear outcomes for improvement. All staff are up to date with their mandatory training and receive a wide range of external specialist training. Managers ensure that safe recruitment processes are robust to protect children.

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.

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: 1271587

Provision sub-type: Children's home

Registered provider: Greenfields Adolescent Development Limited

Registered provider address: Metropolitan House, 3 Darkes Lane, Potters Bar, Hertfordshire EN6 1AG

Responsible individual: Mark Lazarus

Registered manager: David Edwards

Inspector

Anna Gravelle: social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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E: enquiries@ofsted.gov.uk
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