

SC478707

ERA Care Limited 5921904

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is one of a small group run by an independent provider. The home provides care for up to four children, irrespective of gender, who may have behavioural and/or emotional difficulties.

The home has been without a registered manager since August 2017. The provider has appointed a new manager. The manager's application for registration is currently in progress.

Inspection date: 25 June 2019

This monitoring visit

Since the full inspection in September 2017, the home has been temporarily closed. No children have lived at the home since shortly after the last full inspection.

External monitoring has been maintained. The responsible individual has kept Ofsted up to date about the developments at the home.

The primary purpose of this monitoring visit was to establish whether the building remained suitable to reopen as a children's home. The building continues to provide appropriate accommodation for children.

The requirements from the previous full inspection relate to the care of children. These requirements are restated. This is because the home has not provided care and accommodation since the last inspection. Therefore, whether these requirements are met cannot be tested currently.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
25/01/2018	Interim	Sustained effectiveness
19/09/2017	Full	Requires improvement
17/01/2017	Monitoring visit	Requires improvement
05/07/2016	Interim	Not judged
12/04/2016	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 positive relationships standard is that children are helped to develop, and to benefit from, relationships based on—</p> <p>mutual respect and trust;</p> <p>an understanding about acceptable behaviour; and</p> <p>positive responses to other children and adults. (Regulation 11(1))</p>	22/07/2019
<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—</p> <p>that staff—</p> <p>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</p> <p>manage the relationships between children to prevent them from harming each other. (Regulation 12(1)(2)(a)(i)(iv))</p> <p>In particular, ensure that each child's written risk assessments clearly outline the potential risks.</p>	22/07/2019
<p>The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential; and promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p>	22/07/2019

<p>lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose;</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</p> <p>understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of the care provided in the home. (Regulation 13(1)(a)(b)(2)(a)(c)(f))</p>	
<p>The care planning standard is that—</p> <p>children receive effectively planned care in or through the children's home; and</p> <p>have a positive experience of arriving at or moving on from the home. (Regulation 14(1)(a)(b))</p>	22/07/2019
<p>The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety and ensure that full and satisfactory information is available in relation to the individual in respect of the matters in Schedule 2. (Regulation 32(3)(d))</p> <p>In particular, ensure that full and satisfactory information is available in relation to agency staff.</p>	22/07/2019
<p>The registered person must ensure that all employees—</p> <p>have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33(4)(c))</p>	22/07/2019

Recommendations

- As the home will have a day-to-day understanding of young people's capabilities and needs, children's homes' staff will have a valuable contribution to make to the pathway planning process. They should actively seek to make the fullest contribution, working with other relevant persons. ('Guide to the children's homes regulations including the quality standards', page 18, paragraph 3.28)
- In particular, take a proactive approach and develop effective strategies to demonstrate the support that children receive to enhance practical skills such as cooking, housework and budgeting.
- The registered person should ensure that staff can access appropriate

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

- It is good practice for a note of the content and/or outcomes of supervision to be kept. ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 13.4)

Information about this inspection

The purpose of this visit was to review the home's readiness to reopen following a period of closure.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: SC478707

Provision sub-type: Children's home

Registered provider: ERA Care Limited 5921904

Registered provider address: Unit G22 Allen House, Station Road, Sawbridgeworth, Hertfordshire CM21 9JX

Responsible individual: Stephen Milton

Registered manager: Post vacant

Inspector

Joanna Heller, social care inspector

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