

# 1263124

Registered provider: Autonomy Plus Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is operated by a private company. The home is registered to accommodate five children who have a learning disability.

Since the last inspection, a new manager has been appointed and he has submitted his application to register with Ofsted.

**Inspection dates:** 10 to 11 September 2019

**Overall experiences and progress of children and young people,** taking into account **good**

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

The effectiveness of leaders and managers **requires improvement to be good**

The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** 6 November 2018

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/11/2018	Full	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
<p>16: Statement of purpose</p> <p>The registered person must—</p> <p>notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (3)(b))</p>	31/10/2019
<p>33: Employment of staff</p> <p>The registered person must ensure that all employees—</p> <p>undertake appropriate continuing professional development. (Regulation 33 (4)(a))</p> <p>In particular, ensure that following a review of a member of staff's performance they receive safeguarding training.</p>	31/10/2019
<p>35: Behaviour management policies and records</p> <p>The registered person must ensure that—</p> <p>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 duration of the measure;</p> <p>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>within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that</p>	31/10/2019

they have spoken to the child about the measure. (Regulation 35 (3)(a)(iv)(b)(i)(c))	
<p>44: Independent person: visits and reports</p> <p>The independent person must provide a copy of the independent person's report to—</p> <p>HMCI. (Regulation 44 (6)(a)(7)(a)(b)(c)(d)(e))</p> <p>In particular, ensure that the reports are sent to HMCI in a timely manner.</p>	31/10/2019

## Recommendations

- Ensure that children are supported and encouraged to view and contribute to their placement plans. In particular, that these are presented in an accessible format to enhance children's understanding of their care and support needs. ('Guide to the children's homes regulations including the quality standards', page 58, paragraph 11.19)

## Inspection judgements

### Overall experiences and progress of children and young people: good

Children receive good-quality personalised care that meets their needs. Staff develop warm and positive relationships with children. The inspector observed staff engaging with children in a supportive, caring and sensitive manner. This included staff who have recently joined the team. However, many staff have worked here for several years and know the children and their families well.

Some children have lived here for many years and consider it to be their home. Children said that they like living here and that they like the staff. In addition, children have developed friendships with other children while living here.

Children enjoy a wide range of activities in the home and the wider community. At this inspection, four children told the inspector of how much they enjoyed their summer holidays. One child excitedly told the inspector that he loved his holiday in Blackpool.

Children receive good support in learning basic life skills, including developing their independence skills. Children regularly take part in household chores and make snacks and drinks. This raises their self-esteem and confidence and prepares them well for later life.

Children embrace technology. They use electronic devices to choose music and access information via the internet. In addition, some children use mobile phones to keep in touch with their families.

Leaders and managers ensure that the medical needs of children are met. Children are supported to attend medical appointments and maintain a healthy lifestyle.

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

The arrangements to safeguard children are good. Leaders and managers respond to safeguarding concerns effectively and raise their concerns with the appropriate safeguarding agencies. Staff receive regular safeguarding training and have a thorough understanding of safeguarding protocols.

Positive behaviour is promoted. Behaviour support plans provide staff with guidance on how to support children to manage their emotions. Staff receive regular training in the home's preferred approach to promoting positive behaviour and to de-escalation.

In recent months, there has been an increase in the number of incidents. However, leaders and managers have good management oversight of these, and they look for triggers and trends. In response to the increase in incidents, leaders and managers have taken effective action and sought the advice of the organisation's lead behaviour specialist to assist in the reviewing and the evaluation of a child's recent incidents. Following this review, the deputy manager said that an updated behaviour support plan for this child will be implemented.

Restraint is rarely used. If used, this is as a last resort to keep children and others safe. However, staff have not always recorded the time when an intervention has been used. In addition, discussions with children following an intervention have not always taken place. Furthermore, leaders and managers have not ensured that discussions with staff have taken place following the use of an intervention. This does not enable staff to reflect on their practice.

### **The effectiveness of leaders and managers: requires improvement to be good**

Since the last inspection, the registered manager and the deputy manager have left. A manager was appointed in May 2019 and he has submitted his application to register with Ofsted. A deputy manager was appointed to the home in June 2019. In addition, leaders and managers have recruited and continue to recruit new staff. This is because some staff have left, and two children have recently come to live at the home.

Leadership and management require improvement; this inspection has identified shortfalls in relation to some areas of managerial and regulatory responsibilities.

Leaders and managers failed to ensure that, prior to a child moving into the home, a full

and detailed assessment was completed to demonstrate that the home could meet his needs.

Following the review of a member of staff's performance, leaders and managers failed to ensure that the member of staff received refresher safeguarding training.

Leaders and manager have not ensured that the independent visitor's monthly reports are sent to HMCI in a timely manner. For example, reports for March, April and May 2019 were not received until July 2019. In addition, the most recent report that was sent to HMCI is the report for May 2019. However, leaders and managers respond effectively to recommendations made by the independent visitor.

Leaders and managers have failed to ensure that the home's statement of purpose has been sent to Her Majesty's Chief Inspector within 28 days, to advise of the revisions that have been made.

Placement plans identify how children's individual needs are to be met. However, they are not presented in an accessible format to encourage and support children to view and influence their plans.

Leaders and managers take effective action to address errors in the administration of medicines. They have undertaken internal investigations and ensured that all staff have received refresher training.

Staff receive a wide range of training, including both mandatory training and specific training, to equip them to support the children well. For example, staff have recently received training in epilepsy awareness and the management of specific medicines to meet the children's health needs.

Social workers said that there is good communication with the home and spoke well of the quality of care that children receive.

## **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:** 1263124

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

**Registered provider:** Autonomy Plus Limited

**Registered provider address:** 67 Roundpond, Melksham, Wiltshire SN12 8EB

**Responsible individual:** Steven Tayler

**Registered manager:** Post vacant

## Inspector

David Kidner, social care inspector



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