

SC036726

Registered provider: Nottinghamshire County Council

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is operated by the local authority. It provides a residential service for up to seven children and a short-break service for up to five children. All of the children have moderate to severe learning disabilities. The home's manager is in the process of applying to be registered.

Inspection date: 1 October 2019

Judgement at last inspection: requires improvement to be good

Date of last inspection: 5 June 2019

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 improved effectiveness.

The interim manager has been appointed to the post of home manager and has applied to be the registered manager. A vacant post for assistant manager has been filled. There is now a fully staffed management team. The team has progressed improvement plans for the home and has provided support and supervision for the staff team.

There has been a reduction in staff sickness and vacancies. This has improved stability within the home.

Managers have developed and delivered training to address matters such as team

cohesion, safeguarding and supporting children to make progress.

Managers have effective oversight of shift planning and shift planning meetings are child centred. Children are benefiting from having good routines and planned activities. Essential information is now captured in daily records. Staff know children's needs and personalities well, and demonstrate professional curiosity about emerging behaviours.

Practice and record-keeping regarding the administration of medication have improved. The processes that are in place and the protected environment prevent disruption to the administration of medication. There is regular auditing of medication records.

There have been no safeguarding concerns since the previous inspection. Managers review incident reports and any learning from incidents is shared within the staff team. Incidents are associated with children's needs and behaviours, which are well understood and well managed by staff.

The home environment has improved. Children's rooms are personalised and are being redecorated and refurbished. Children are involved in choosing the decor for their rooms. There has been the addition of a small lounge upstairs to provide children with more options for quiet time.

Managers are aware of the areas that require further development. While significant progress has been made, the requirement regarding essential training for staff is not yet fully met. Managers have a robust training plan in place for training to be delivered over the next three months. This plan includes team development sessions to further enhance team cohesion.

Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|---------------------------------|
| 05/06/2019 | Full | Requires improvement to be good |
| 01/08/2018 | Full | Requires improvement to be good |
| 30/01/2018 | Full | Outstanding |
| 01/02/2017 | Interim | Improved effectiveness |

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 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> <p>ensure that staff work as a team where appropriate; ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13(1)(b)(2)(d)(e))</p> | 27/01/2020 |

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: SC036726

Provision sub-type: Children's home

Registered provider: Nottinghamshire County Council

Registered provider address: Nottinghamshire County Council, County Hall,
Loughborough Road, West Bridgford, Nottingham NG2 7QP

Responsible individual: Devon Allen

Registered manager: Linda Simmons

Inspector

Cathey Moriarty, social care inspector

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