

SC437171

John-Edwards Care Homes Ltd

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

- This children's home is registered to care for five children who have learning disabilities.
- The provision offers a long-term home for some children and short breaks for others.
- The home has had a vacancy for the post of registered manager since June 2017.
- The new manager commenced their post on 16 September 2019 and has not yet submitted a complete application to register with Ofsted.

Inspection date: 12 December 2019

This monitoring visit

This monitoring inspection was carried out because of information that indicated potential safeguarding concerns. This is the sixth inspection undertaken of this children's home since April 2019. At this inspection, Ofsted found that the home is not being managed effectively enough to ensure that it operates safely and in accordance with the regulations.

Leaders and managers have not taken enough action to ensure that all adults who work in the home have been safely recruited. Nor have they ensured that staff who transfer from elsewhere in the organisation to new roles have had their suitability to undertake these new roles assessed. This weak practice leaves children and staff at risk.

Leaders and managers have not taken enough action to ensure that senior care workers are supported sufficiently to be fully effective in their role. For example, they have not all been provided with good-quality child protection training, despite being left in charge of staff and children.

Insufficient action is taken to ensure that lone workers are monitored effectively. For example, leaders and managers have not specifically monitored night-time practices, despite the fact that concerns have previously been raised by staff/children about practices at night. In addition, the manager has not been alerted to concerns raised in a supervision meeting about a waking night member of staff. It is unclear, due to poor records, what these concerns are and whether enough action has been taken to deal with them.

Three regulatory breaches were identified at this inspection, in relation to the safer recruitment of staff, child protection training and monitoring of staff practices. The additional six requirements listed in the report were not reviewed at this monitoring visit and remain in place from the previous full inspection.

A case review will be convened for Ofsted to determine the next steps to be taken in relation to this home.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/11/2019	Full	Requires improvement to be good
31/07/2019	Full	Inadequate
30/04/2019	Full	Inadequate
04/07/2018	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
<p>12: The protection of children standard</p> <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>have the skills to identify and act upon signs that a child is at risk of harm;</p> <p>understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person. (Regulation 12(1)(2)(a)(iii)(v))</p> <p>In particular, ensure that all staff receive good-quality child protection training relating to safeguarding children who have disabilities.</p>	<p>06/01/2020</p>
<p>13: The leadership and management standard</p> <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>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 care provided in the home.</p>	<p>06/01/2020</p>

<p>demonstrate that practice in the home is informed and improved by taking into account and acting on feedback on the experiences of children, including complaints received;</p> <p>use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13(1)(a)(b)(2)(f)(g)(h))</p>	
<p>32: Fitness of workers</p> <p>The registered person must recruit staff using recruitment procedures that are designed to ensure children’s safety.</p> <p>The registered person may only—</p> <p>employ an individual to work at the children’s home, or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home if the individual satisfies the requirements in paragraph (3).</p> <p>The requirements are that—</p> <p>the individual is of integrity and good character;</p> <p>the individual has the appropriate experiences, qualification and skills for the work that the individual is to perform; and</p> <p>full and satisfactory information is available in relation to the individual in respect of each of the matters in schedule 2. (Regulation 32(1)(2)(a)(b)(3)(a)(b)(d))</p>	<p>16/12/2019</p>
<p>5: Engaging with the wider system to ensure children’s needs are met</p> <p>In meeting the quality standards, the registered person must, and must ensure that staff—</p> <p>seek to involve each child’s placing authority effectively in the child’s care, in accordance with the child’s relevant plans;</p> <p>seek to secure the input and services required to meet each child’s needs;</p> <p>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 person to seek to ensure that each</p>	<p>03/01/2020</p>

<p>child's needs are met in accordance with the child's relevant plans; and</p> <p>seek to develop and maintain effective professional relationships with such persons, bodies or organisations as the registered person considers appropriate having regard to the range of needs of children for whom it is intended that the children's home is to provide care and accommodation. (Regulation 5(a)(b)(c)(d))</p>	
<p>6: The quality and purpose of care standard</p> <p>The quality and purpose of care standard is that children receive care from staff who—</p> <p>understand the children's home's overall aims and the outcomes it seeks to achieve for children;</p> <p>use this understanding to deliver care that meets children's needs and supports them to fulfil their potential.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure that staff—</p> <p>protect and promote each child's welfare;</p> <p>treat each child with dignity and respect;</p> <p>provide personalised care that meets each child's needs, as recorded in the child's relevant plans, taking account of the child's background;</p> <p>help each child to develop resilience and skills that prepare the child to return home, to live in a new placement or to live independently as an adult;</p> <p>make decisions about the day-to-day arrangements for each child, in accordance with the child's relevant plans, which give the child an appropriate degree of freedom and choice. (Regulation 6(1)(a)(b)(2)(b)(ii)(iii)(iv)(vi)(ix))</p>	<p>03/01/2020</p>
<p>10: The health and well-being standard</p> <p>The health and well-being standard is that—</p> <p>the health and well-being needs of children are met;</p> <p>children receive advice, services and support in relation to their health and well-being; and</p>	<p>03/01/2020</p>

<p>children are helped to lead healthy lifestyles.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff help each child to—</p> <p>understand the child’s health and well-being needs, and the options that are available in relation to the child’s health and well-being, in a way that is appropriate to the child’s age and understanding;</p> <p>take part in activities, and attend any appointments, for the purpose of meeting the child’s health and well-being needs; and</p> <p>understand and develop skills to promote the child’s well-being. (Regulation 10(1)(a)(b)(c)(2)(a)(ii)(iii)(iv))</p>	
<p>14: The care planning standard</p> <p>The care planning standard is that children—</p> <p>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.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that arrangements are in place to—</p> <p>ensure the effective induction of each child into the home;</p> <p>manage and review the placement of each child in the home; and</p> <p>plan for, and help, each child to prepare to leave the home or to move into adult care in a way that is consistent with arrangements agreed with the child’s placing authority. (Regulation 14(1)(a)(b)(2)(b)(i)(ii)(iii))</p>	03/01/2020
<p>32: Fitness of workers</p> <p>For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained—</p>	03/01/2020

<p>the Level 3 Diploma for Residential Childcare (England) (“the Level 3 Diploma”); or</p> <p>a qualification which the registered person considers to be equivalent to the Level 3 Diploma.</p> <p>The relevant date is—</p> <p>in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home; or</p> <p>in the case of an individual who was working in a care role in a home on 1st April 2014, 1st April 2016.</p> <p>The registered person may defer the relevant date if the individual—</p> <p>does not work, or has not worked, in a care role in a home for a prolonged period; or</p> <p>works, or has worked, in a care role in a home on a part-time basis. (Regulation 32(4)(a)(b)(5)(a)(b)(6)(a)(b))</p>	
<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 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>03/01/2020</p>

the effectiveness and any consequences of the use of the measure; and

a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure;

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")—

has spoken to the user about the measure; and

has signed the record to confirm it is accurate; and

within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35(3)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(b)(i)(ii)(c)(iv))

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

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

Children's home details

Unique reference number: SC437171

Provision sub-type: Children's home

Registered provider: John-Edwards Care Homes Ltd

Registered provider address: 1 Suffolk Way, Sevenoaks TN13 1YL

Responsible individual: Sharon Chrystal

Registered manager: Post vacant

Inspectors

Michelle Oxley, social care regulatory inspection manager

Miss Lahey, social care regulatory inspection manager

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