

1254840

Registered provider: Compass Children's Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is operated by a private company. It is registered to provide care for three children who have learning disabilities. A new manager has been at the home since November 2019 and holds a level 5 qualification in leadership and management. She is in the process of applying to register with Ofsted.

Inspection dates: 12 to 13 December 2019

Overall experiences and progress of children and young people, taking into account **requires improvement to be good**

How well children and young people are helped and protected **requires improvement to be good**

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

The children's home is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

Date of last inspection: 28 February 2019

Overall judgement at last inspection: sustained effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/02/2019	Interim	Sustained effectiveness
24/09/2018	Full	Outstanding

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 education standard is that children make measurable progress towards achieving their educational potential and are helped to do so.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— help a child who is excluded from school, or who is of compulsory school age but not attending school, to access educational and training support throughout the period of exclusion or non-attendance and to return to school as soon as possible; help each child to attend education or training in accordance with the expectations in the child's relevant plans. (Regulation 8 (1)(2)(a)(viii)(x))</p>	31/01/2020
<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— that staff— have the skills to identify and act upon signs that a child is at risk of harm; manage relationships between children to prevent them from harming each other; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child</p>	31/01/2020

protection policies. (Regulation 12 (1)(2)(a)(iii)(iv)(v)(vi)(vii))	
<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>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 work as a team where appropriate;</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</p> <p>ensure that the home has sufficient staff to provide care for each child;</p> <p>ensure that the home's workforce provides continuity of care to each child. (Regulation 13 (1)(a)(b)(2)(a)(b)(c)(d)(e))</p>	31/12/2019
<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 children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home's statement of purpose. (Regulation 14 (1)(a)(b)(2)(a))</p>	31/01/2020

Recommendations

- The children's guide must be made available to all children when their placement in the home is agreed (or on arrival at the home if the placement is made in an emergency) and must be age appropriate, provided in an accessible format and explained to each child to make sure they understand it. ('Guide to the children's homes regulations including the quality standards', page 24, paragraph 4.21)

Inspection judgements

Overall experiences and progress of children and young people: requires improvement to be good

The progress of children in the home has not been consistent. Some children have developed good independence skills that have enabled them to successfully transition into adult life. Other children are not attending full-time school and not having their educational needs met. This means children are not being able to fulfil their potential.

The matching and compatibility of children in the home is not satisfactory. There has not been adequate consideration of children's individual needs or how their learning disabilities may impact on each other. Some children have had their placements ended early as the home was unable to keep them safe and meet their needs. As a result, children have experienced unnecessary moves.

The quality of relationships between children and members of staff has not been consistent. Children struggle to form close relationships with some staff who work on a sessional basis in the home. This impacts on children's ability to develop in self-confidence and self-esteem.

Staff communicate with children using communication tools individual to them. However, this practice is not embedded. The children's guide is not available to children in ways that are meaningful to them. This means children may not have a clear understanding of where they are living or of the expectations of the home.

Staff help children to stay in touch with their families. As a result, children can rebuild relationships with people who are important to them.

Children take part in a range of activities both inside and out of the home, including playing football and going ice skating.

How well children and young people are helped and protected: requires improvement to be good

Safeguarding concerns have not always been managed appropriately by staff, and there are ongoing investigations into staff practice and failures to report concerns. Managers have started to put processes in place to strengthen staff understanding of safeguarding and whistle-blowing procedures. Managers plan to enhance staff understanding of safer

caring with a series of workshops to supplement safeguarding training.

Children currently living in the home do not regularly go missing. When children have previously gone missing, staff have acted appropriately to ensure that they are found and returned safe and well to the home.

Appropriate recruitment practice ensures that everyone employed at the home is safe to work with children.

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

There have been significant changes in management and staff since the last inspection. The new manager is clear that the home is on a journey of improvement. Managers have reflected on shortfalls. They have identified areas where staff practice needs to improve and have developed systems to strengthen management oversight.

Recent placements have compromised the identity of the home as a home for children with learning difficulties. Managers are developing a detailed matching process that will ensure that children are living in a home that can meet their specific needs.

There are an insufficient number of core staff to meet the needs of the children in the home. Consequently, the home is utilising a high number of sessional staff. This has led to inconsistency for children. There has been little explanation to children when staff have left, which has meant that children have been left confused and anxious.

There is a wide range of internal training for staff tailored to the specific needs of the children. However, few staff have obtained the required qualification in childcare. Although managers have ensured that staff are enrolled on the course, children are being cared for by staff who do not have the necessary expertise to care for 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: 1254840

Provision sub-type: Children's home

Registered provider: Compass Children's Homes Limited

Registered provider address: Mountfields House, Epinal Way, Loughborough,
Leicestershire LE11 3GE

Responsible individual: Benjamin Jordan

Registered manager: Post vacant

Inspector

Sue Young, social care inspector

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