

# 1235653

Registered provider: Children of The Mangrove Limited

Interim inspection

Inspected under the social care common inspection framework

## Information about this children's home

This privately owned home provides care for up to five children aged 11 to 17. In its statement of purpose, the provider states that care is provided to children who have emotional and behavioural difficulties.

The manager was registered with Ofsted in December 2019.

**Inspection date:** 6 January 2020

**Date of last inspection:** 6 August 2019

**Judgement at last inspection:** requires improvement to be good

**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 sustained effectiveness.

Management arrangements have improved, as the home now has a registered manager. However, a deputy has not yet been appointed.

Since the last inspection, leaders and managers have ensured that two of the three requirements made at the last inspection have been met; the third requirement is no longer relevant to the home.

Fire safety has improved, as all residents are now involved in evacuation drills and staff check the home's emergency lighting regularly. Staff follow up hazards, such as when children smoke in the building, and try to minimise the risk and encourage children to take online fire safety training.

The registered manager has reviewed the statement of purpose to make sure that staff run the home in a way which is consistent and in line with this document. However, Ofsted was not provided with the amended document.

The registered manager has made some progress in working towards meeting the six recommendations made at the last inspection. Despite this, five of these recommendations are repeated in this report.

The registered manager and staff are trying to improve children's educational engagement and outcomes, for example by meeting with the virtual school headteacher to explore options for those children who are not in school. However, not all of the children are currently receiving their legal entitlement to full-time education and children's attendance varies.

Some staff have left or have had to take time away from work since the last inspection. Only four permanent day staff remain working in the home, supported by sessional staff and agency staff. In addition, four waking night staff and the registered manager are also permanent. These changes have affected children, as they have to get to know new staff, as well as affecting staff morale.

Recruitment is ongoing to add new staff to the team. However, at times, more agency staff than the home's staff are on shift. Furthermore, staff supervision has not occurred at the usual frequency due to the staffing situation.

Staff encourage children to pursue their interests and hobbies. Children benefit from activities both in the home and out in the community. There are some books, games and musical instruments in the home. The virtual school headteacher suggested that further games and more varied reading materials would help children's educational

outcomes and encourage them to read for pleasure.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/08/2019	Full	Requires improvement to be good
14/01/2019	Interim	Sustained effectiveness
24/07/2018	Full	Requires improvement to be good
16/03/2018	Interim	Sustained 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	
The registered person must— keep the statement of purpose under review and, where appropriate, revise it; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (3)(a)(b))	29/02/2020	

### Recommendations

- Children should be in full-time education while they are of compulsory school age, unless their personal education plan contained within the care plan or other relevant plan states otherwise. The home must aim to support full-time attendance at school unless the child's relevant plan indicates this is not in their best interests. ('Guide to the children's homes regulations including the quality standards', page 28, paragraph 5.14)
- The registered person should only accept placements for children where they are satisfied that the home can respond effectively to the child's assessed needs as recorded in the child's relevant plans and where they have fully considered the impact that the placement will have on the existing group of children. The Statement of Purpose is an important document in the process of care planning as it sets out the needs of children the home is set up and equipped to care for. ('Guide to the children's homes regulations including the quality standards', page 56, paragraph 11.4)
- Regulations 35-39 detail the records that must be kept in children's homes. All children's case records (regulation 36) must be kept up to date and stored securely whilst they remain in the home. Case records must be kept up-to-date and signed and dated by the author of each entry. Children's case records must be kept for 75 years from the date of birth of the child, or if the child dies before the age of 18, for 15 years from the date of his or her death. ('Guide to the children's homes regulations including the quality standards', page 62, paragraph 14.3)
- Staff should understand factors that affect children's motivation to behave in a socially acceptable way. Staff should encourage an enthusiasm for positive behaviour through the use of positive behaviour strategies in line with the child's

relevant plans. ('Guide to the children's homes regulations including the quality standards', page 39, paragraph 8.13)

- The registered person should have a workforce plan which can fulfil the workforce related requirements of regulation 16, schedule 1 (paragraphs 19 and 20). The plan should:
  - detail the necessary management and staffing structure, (including any staff commissioned to provide health and education), the experience and qualifications of staff currently working within the staffing structure and any further training required for those staff, to enable the delivery of the home's Statement of Purpose;
  - detail the processes and agreed timescales for staff to achieve induction, probation and any core training (such as safeguarding, health and safety and mandatory qualifications);
  - detail the process for managing and improving poor performance;
  - detail the process and timescales for supervision of practice (see regulation 33 (4)(b)) and keep appropriate records for staff in the home.

The plan should be updated to include any new training and qualifications completed by staff while working at the home, and used to record the ongoing training and continuing professional development needs of staff – including the home's manager. ('Guide to the children's homes regulations including the quality standards', page 53, paragraph 10.8)

- No more than half the staff on duty at any one time, by day or night at the home should be from an external agency. ('Guide to the children's homes regulations including the quality standards', page 54, paragraph 10.17)
- The ethos of the home should support each child to learn, emphasising the value of independent study and reading for enjoyment. The home must make available suitable facilities, equipment and resources for learning and ensure that the home's routines do not form barriers to children wishing to use the home's resources to study. Staff must support children with home study by encouraging them to learn independent study skills and helping them to practise those skills. ('Guide to the children's homes regulations including the quality standards', page 29, paragraph 5.18)

## Information about this inspection

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.

Inspectors have looked closely at the experiences and progress of children and young people, 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:** 1235653

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

**Registered provider:** Children of The Mangrove Limited

**Registered provider address:** Chester House, Fulham Green, 81-83 Fulham High Street, London SW6 3JA

**Responsible individual:** Lucy Addington

**Registered manager:** Ronald Akinrinmade

**Inspector:** Jacqueline Graves, Social Care Regulatory Inspector

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