

# SC487702

Registered provider: Fonjock's Social Work Practice Limited

Interim 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. The home is registered to provide care for up to three children who have difficulty in managing their emotions and behaviour. The registered manager left in December 2019. A new manager has been appointed and is in the process of registering with Ofsted.

**Inspection date:** 10 March 2020

**Date of last inspection:** 5 June 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 improved effectiveness.

The home closed for two months in 2019, following a period of difficult and complex behaviours, to enable the staff to regroup and to undertake repairs to the home. The registered manager left in December 2019 and a new manager was appointed.

The new manager has worked hard to reflect on lessons learned, to develop the new staff team and to develop systems and processes to improve the quality of care and children's experiences. She has met the recommendation and four of the six requirements that were raised at the full inspection.

The manager is tenacious in chasing social workers for information and updates. She has been thorough in her follow-up of information before accepting new admissions and forensic in her consideration of information. The manager has refused several placements because she is clear that the home cannot meet some children's needs. This demonstrates a child-centred approach and integrity and honesty.

The manager visited a child before their admission and visited the previous placement of another child to enable good preparation for their moves into the home. She has implemented risk-reduction measures and provided a strong response to fire-setting behaviour. The manager has demonstrated learning from placements that have ended, with in-depth analysis of practice and lessons to take forward. In addition, she has worked with her staff to ensure that they retain contact with children who have moved on. Clear records evidence the lengths that the staff go to so that those children who have moved on know that the staff continue to care about them.

The manager and staff are diligent in their pursuit of education placements for the children. The staff support the children with GCSE coursework and encourage them to undertake education-based activities while a formal education provision is sought. The staff encourage children's interests and ambitions by providing the resources that the children need. One child expressed an interest in barbering, so the staff purchased a mannequin head and a barber's kit so that he can practise and develop his skills.

The staff work with the children to develop their independence skills. The staff target specific aspects of independence that are relevant to each child. Work includes developing cooking and budgeting skills, mindfulness and healthy relationships. The organisation uses an accredited programme so that children's achievements are recognised and valued.

Except for the manager, who was previously the deputy manager, the other staff are new in post since the last inspection. Some staff have social work qualifications and all staff are enrolled on a level 5 diploma. The manager has worked hard to develop her team and to provide a good level of support. However, a consistent staff team is not yet embedded and the staff are not yet qualified, so this requirement is repeated.

The manager has updated the location risk assessment to include information on crime statistics, anti-social behaviour and local gang activity. She has added risk-reduction measures and worked with other relevant professionals to gain a full picture of local risks.

Complaints are managed well and within timescales. Missing-from-care incidents are managed well. The staff actively search for children when they go missing. The manager is persistent in her requests to social workers to provide children with return home interviews so that the children can speak with someone outside of the home about these incidents. The children also can talk with staff and reflect on their behaviour. Regular key-work sessions give the children opportunities to explore their feelings and concerns and to look at alternative coping strategies. The staff also reflect on the reasons that a child may go missing and what support can be offered.

Since the last inspection, some notifications to Ofsted have been delayed and others have not been made at all. Failure to provide timely notifications prevents Ofsted from having a current and accurate view of how well children are safeguarded.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/06/2019	Full	Requires improvement to be good
31/01/2019	Interim	Sustained effectiveness
20/08/2018	Full	Requires improvement to be good
11/10/2017	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>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 have the experience, qualifications and skills to meet the needs of each child. (Regulation 13(1)(a)(b)(2)(c))</p> <p>In particular, develop a well-qualified staff team.</p>	30/04/2020
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>a child is involved in or subject to, or is suspected of being involved in or subject to, sexual exploitation;</p> <p>an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious;</p> <p>there is an allegation of abuse against the home or a person working there;</p> <p>a child protection enquiry involving a child— is instigated; or</p> <p>concludes (in which case, the notification must include the outcome of the child protection enquiry); or there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40(4)(a)(b)(c)(d)(i)(ii)(e))</p> <p>In particular, ensure that notifications contain all the required information.</p>	27/03/2020

## **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:** SC487702

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

**Registered provider:** Fonjock's Social Work Practice Limited

**Registered provider address:** Orchard House, 1 Old Convent Orchard, Bury St Edmunds, Suffolk IP33 3PQ

**Responsible individual:** Miguel Valerio

**Registered manager:** Post vacant

## Inspectors

Trish Palmer, Social Care Inspector  
Louisa Bayley, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence](http://www.nationalarchives.gov.uk/doc/open-government-licence), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 1231  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/ofsted](http://www.gov.uk/ofsted)

© Crown copyright 2020