

2501791

Esland North Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home was registered with Ofsted on 12 July 2019 and is privately owned. Its statement of purpose states that the staff team provides care and accommodation for up to three children with emotional and behavioural difficulties, including mild to moderate learning disabilities.

Inspection date: 7 July 2020

This monitoring visit

The first scheduled inspection of this home, due to take place in March 2020, was deferred in line with Ofsted's response to the outbreak of the COVID-19 (coronavirus) pandemic. This monitoring inspection was conducted off site and in accordance with Ofsted's COVID-19 restrictions. No judgement is made from this inspection. Its purpose was to monitor the quality of the provision, following registration, including the experiences and safety of the children who have moved into the home during this period.

This inspection was conducted over two and half days, with a list of documents being requested on day one, active inspection via video link and telephone on day two, and assessment of evidence and feedback at noon via video link on day three.

Following the opening of the home, staff struggled to establish stability and continuity of care for the first three children who moved in at various stages. This is because the admission process was poor, and a stable and competent staff team was not in place. Staff efforts and energy were primarily focused on managing challenging situations and keeping children safe, for at least the first six months of operation. Although children made progress in some areas, their overall experiences were marred by the disruption in the home, particularly for those whose endings were unplanned.

Leaders and managers have reflected on the initial period of the home's operation and have learned lessons and taken action. This includes a far more carefully considered approach to understanding the children's needs before they move in, together with the needs of those already in the home. Improvements have also been made to the process of recruiting staff. There have been some positive changes in the structure of the wider organisation and the appointment of a new responsible individual for the home. These changes provide more effective support for the registered manager.

The needs and risks associated with two children currently living in the home were clearly understood before they moved in and were matched to the core competencies of the staff team. Both children have settled well, established routines, and are showing signs of developing a sense of belonging and attachment to staff. They display increased feelings of security. Both children have engaged in learning under the challenging home-school restrictions imposed by COVID-19.

The safety and well-being needs of the children are being met, and plans to guide staff in understanding risks and keeping children safe are clear. The current staff team is sufficient to meet the children's needs and support their progress. The team is more stable, clearly focused on the children and working together. Staff supervision has, however, been inconsistent during this inspection period and not in accordance with the arrangements set out in the home's statement of purpose. The recruitment of a further two staff is under way and, if successful, will complete the staff team.

The registered manager shows a readiness to learn from mistakes and a drive to improve the children's standard of care. The staff show confidence in the registered manager, who leads in a clear and measured manner and displays vision and ambition for the children and the home in which they live.

Recent inspection history

This was the first inspection conducted for this home.

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> <ul style="list-style-type: none"> helps children aspire to fulfil their potential; and promotes their welfare. <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <ul style="list-style-type: none"> 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; 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; ensure that the home has sufficient staff to provide care for each child; ensure that the home's workforce provides continuity of care to each child. (Regulation 13 (1)(a)(b)(2)(a)(b)(c)(d)(e)) 	07/10/2020
<p>The care planning standard is that children—</p> <ul style="list-style-type: none"> receive effectively planned care in or through the children's home; and have a positive experience of arriving at or moving on from the home. <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <ul style="list-style-type: none"> 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)) 	07/10/2020

Recommendation

- The supervision of staff and the manager must be regular and records of this should provide evidence that supervision is being delivered in line with regulation 33(4)(b). ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 13.3)

Information about this inspection

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

Children's home details

Unique reference number: 2501791

Provision sub-type: Children's home

Registered provider: Esland North Limited

Registered provider address: Esland Ltd, Suites 1 & 5, Riverside Business Centre, Foundry Lane, Milford, Belper, Derbyshire DE56 0RN

Responsible individual: James Barlow

Registered manager: Sarah Creasey

Inspector:

John Pledger, social care inspector

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