

# 1155761

**Carbrey Care Ltd**

Monitoring visit

Inspected under the social care common inspection framework

## **Information about this children's home**

This children's home is owned and managed by a private organisation. It is registered for up to three children aged between 11 and 17 years who have experienced adverse childhood experiences that have led to associated trauma and complex behaviours.

The manager has been registered with Ofsted since May 2020. She has the necessary qualifications for the role.

**Inspection date:** 15 July 2020

## **This monitoring visit**

During the current COVID-19 (coronavirus) pandemic, Ofsted is not carrying out routine inspections of social care provision.

This on-site inspection was undertaken because of whistle-blowing concerns about safeguarding practices, and management oversight within the home. A complaint has also been received about loud music being played. No grading was given at this inspection.

The home is decorated to a high standard and has been painted throughout since the last inspection. New furniture has been purchased including, bedroom furniture, a new dining table and sofa. The home is clean and welcoming.

Children shared with the inspector that they like living at this home and are happy. Staff ensure that their bedrooms are comfortable and personalised. Children did not raise any concerns about the care they receive from staff. Children appear to have warm relationships with staff.

Social workers did not share any significant concerns relating to the safety of children at this home. They provided positive feedback about the progress children have made with their independence and behaviours.

One child has moved in since the last inspection and is settling in well. The child is attending education daily. The child is supported to spend time with family in the local area to ensure they maintain their personal relationships. However, staff do not show enough professional curiosity about where children are spending their time and who with. Action is required to address this weakness to ensure that the children's safety is prioritised.

The other child living at the home is not given enough help from staff to improve their routine and to access educational activities in readiness for attending a local college in September. This child spends long periods in bed during the day and requires more support than is currently being given in order to change this pattern of behaviour. The child does not yet have an education, health and care (EHC) plan in place to ensure their support needs are met. This could hinder their educational development if it is not in place.

Staff are not all clear about their responsibilities to support children's well-being. The children living here have started a relationship and they often stay up until the early hours together unsupervised. Staff have not ensured that the children go to sleep and have a healthy routine. Behaviour management plans and risk assessments do not include clear actions to reduce these behaviours and minimise the risks to the children. This could hinder children's development.

Children are encouraged to eat healthily and are supported with accessing a balanced diet and exercise. However, staff have not supported them well enough to access information and services in relation to sexual health. Staff have not helped children to understand healthy relationships. This could mean that children are at risk of pregnancy or sexually transmitted infections.

A number of staff have left since the last inspection, including the registered manager and responsible individual. The dynamics within the current team are fractured and dysfunctional. Communication between staff and the new registered manager needs to improve to ensure the team provides consistent care for children. This could impact on the progress of children if it is not addressed.

There have been four minor complaints recorded since the last inspection. The issues raised in the complaints were reviewed as part of this inspection and Ofsted is satisfied that these have been managed appropriately by the registered manager and responsible individual. Effective action has been taken in response to the concerns.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/04/2019	Full	Good
25/07/2018	Full	Good
07/11/2017	Interim	Sustained effectiveness
01/08/2017	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 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 use reasonable endeavours to ensure—</p> <p>that staff—</p> <p>help each child to achieve the child’s education and training targets, as recorded in the child’s relevant plans;</p> <p>understand the barriers to learning that each child may face and take appropriate action to help the child to overcome any such barriers.</p> <p>(Regulation 8 (1)(2)(a)(i)(iii))</p> <p>Specifically, ensure that there is a copy of the child’s updated EHC plan and that the child is supported to ensure they have a form of education and activity during the day.</p>	<p>25/09/2020</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.</p> <p>(Regulation 10 (1)(a)(b))</p> <p>Specifically, ensuring that children receive advice and that they are able to access sexual health support and services.</p>	<p>25/09/2020</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>assess whether each child is at risk of harm, taking into account information in the child’s relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child.</p> <p>(Regulation 12 (1)(2)(a)(i))</p> <p>Specifically, this relates to managers and staff taking action to ensure children go to bed at night, and that behaviour management plans and risk assessments detail how to keep children safe in and outside of the home.</p>	<p>25/09/2020</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>ensure that staff work as a team where appropriate.</p> <p>(Regulation 13 (1)(a)(b)(2)(b))</p> <p>Specifically, this relates to improving communication within the staff team and repairing the dysfunctional team dynamics.</p>	<p>25/09/2020</p>

## What does the children’s home need to do to improve?

### Recommendations

- As set out in regulations 31-33, the registered person is responsible for maintaining good employment practice. They must ensure that recruitment, supervision and performance management of staff safeguards children and minimises potential risks to them.

(‘Guide to the children’s homes regulations including the quality standards’, page 61, paragraph 13.1)

- To establish whether an existing qualification is equivalent to either the Level 3 Diploma for Residential Childcare; and/ or the Level 5 Diploma in Leadership and Management for Residential Childcare, the registered person should check whether the existing qualification has appeared in previous children’s homes legislation or National Minimum Standards.
- In addition, the registered person should also establish whether the units completed in the candidate’s original qualification have content which corresponds with the units of the Level 3 Diploma for Residential Childcare; and/ or the Level 5 Diploma in Leadership and Management for Residential Childcare. They should consider the relevance of the units of any original qualifications to the care of children as described in the homes Statement of Purpose.
- The registered person should keep a record of the information they have considered to establish ‘equivalence’.  
(‘Guide to the children’s homes regulations including the quality standards’, page 68, paragraph 1.1, 1.2, 1.3)

## 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:** 1155761

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

**Registered provider:** Carbrey Care Ltd

**Registered provider address:** Unit 11, Wheatstone Court, Davy Way, Waterwells Business Park, Quedgeley, Gloucester GL2 2AQ

**Responsible individual:** Martin Bentham

**Registered manager:** Elaine Jackson

## Inspector

Anna Gravelle, social care inspector

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