

# SC368032

**Constant Child Care Ltd**

Monitoring visit

Inspected under the social care common inspection framework

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

This privately-owned children's home provides care for up to three children who may have experienced trauma. Such trauma may mean that children experience social and emotional difficulties.

The previous manager left the home on 21 February 2020. An interim manager has been in post since 21 February 2020 and has applied to register with Ofsted.

**Inspection date:** 15 July 2020

## **This monitoring visit**

This children's home was judged as declined in effectiveness at an interim inspection on 2 October 2019 and the provider was issued with four compliance notices.

Following this inspection, a monitoring visit was undertaken on 29 November 2019. Ofsted found that the provider had responded appropriately and taken action to meet the required steps identified in the four compliance notices.

A further monitoring visit took place on 21 May 2020 following concerns raised with Ofsted about the quality of care provided to children. This visit raised two compliance notices under Regulation 12; the protection of children standard, and Regulation 14; the care planning standard. In addition, a further four requirements and one recommendation were raised.

The home's management have made changes to assess the suitability of children before they move in to the home. Changes have also been made to risk assessment processes and how children's care is planned, monitored and reviewed. Because of these changes and improvement around these processes, both compliance notices under Regulations 12 and 14 have been met. However, the new systems that have been introduced remain untested as there have been no children living at the home since the last monitoring visit on 21 May 2020.

Some of the staff team have retaken mandatory training. However, this does not include all staff. Because of this failure to ensure that all staff have been adequately trained, the requirement previously raised under Regulation 13, the leadership and management standard, has been raised again under a compliance notice.

The home's manager has also not undertaken necessary and relevant training for their role. Failure to continue to develop professionally, does not equip the manager with the skills they need to manage the home effectively.

The home's management have worked towards addressing the requirements raised at the last monitoring visit. Two requirements have been addressed in full. All staff are now receiving individual, regular, practice-led supervisions. Staff have retaken physical intervention training in preparation of children moving into the home. Staff have also been made aware of the importance of not locking internal doors in the home to restrict children's movement. This was revisited as part of the physical intervention training when discussing deprivation of liberty.

Half of the staff team are qualified to the suitable level and other staff are enrolled on the relevant course. However, managers could not demonstrate that one member of staff had completed the level 3 qualification within the timescale set out in regulation.

The home's management maintains a children's register to record the details of children who move in and out of the home. This system does not record information required about where children move on to. This leaves gaps in information should this need to be accessed at a later date.

There have been no children living at the home since the last monitoring visit. In this time, the manager has ensured that all damage has been repaired and the home has been redecorated. This has been done to a high standard and the home is well appointed and provides a homely and nurturing feel.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
02/10/2019	Interim	Declined in effectiveness
01/05/2019	Full	Requires improvement to be good
23/10/2018	Full	Requires improvement to be good
01/08/2018	Full	Inadequate

## 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>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;</p> <p>ensure that the home's workforce provides continuity of care to each child. (Regulation 13(1)(b)(2)(c)(e))*</p>	6/09/2020
<p>If the registered provider is an individual, the individual must undertake such continuing professional development as is necessary to ensure that the individual has the skills needed for carrying on the children's home.</p> <p>If the registered provider is an organisation, the organisation must ensure that the responsible individual undertakes such continuing professional development as is necessary to ensure that the responsible individual has the skills needed for supervising the management of the home.</p> <p>If the registered provider is a partnership, the partnership must ensure that one of the partners undertakes such continuing professional development as is necessary to ensure that the partner has the skills needed for carrying on the home.</p> <p>The registered manager must undertake such continuing professional development as is necessary to ensure that the registered manager has the skills needed for managing the home. (Regulation 29(1)(2)(3)(4))</p>	06/09/2020
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety.	06/09/2020

<p>The registered person may only—</p> <p>employ an individual to work at the children’s home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3).</p> <p>The requirements are that—</p> <p>the individual has the appropriate experience, qualification and skills for the work that the individual is to perform;</p> <p>For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained—</p> <p>the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma"); or</p> <p>a qualification which the registered person considers to be equivalent to the Level 3 Diploma.</p> <p>The relevant date is—</p> <p>in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home; or</p> <p>in the case of an individual who was working in a care role in a home on 1st April 2014, 1st April 2016. (Regulation 32 (1)(2)(a)(b)(3)(b)(4)(a)(b)(5)(a)(b))</p>	
<p>Schedule 4 sets out the other information that the registered person must keep in relation to a children’s home.</p> <p>The registered person must—</p> <p>maintain in the home the records in Schedule 4.</p> <p>In particular, a record in the form of a register showing in respect of each child the date of the child’s admission to the children’s home, the date on which the child ceased to be accommodated in the home, the child’s address immediately</p>	<p>06/09/2020</p>

before being accommodated in the home, the child's address on leaving the home, the child's placing authority and the statutory provision (if any) under which the child is accommodated. (Regulation 37(1)(2)(a) Schedule 4 (1)(a)(b)(c)(d)(e)(f))	
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\*These requirements are subject to a compliance notice.

## 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.

Ofsted is aware of the challenges that COVID-19 (coronavirus) is currently posing to those we inspect. During this visit, the inspectors took into consideration the impact of any measures being taken to slow the spread of COVID-19 by the home. This has included the effect these have had on staffing arrangements.

## Children's home details

**Unique reference number:** SC368032

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

**Registered provider:** Constant Child Care Ltd

**Registered provider address:** 4 Parkside Court, Greenhough Road, Lichfield, Staffordshire WS13 7FE

**Responsible individual:** Barry Edwards

**Registered manager:** Vacant post

## Inspector

Ricky D'Arcy, social care inspector

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