

1253623

The Spring Children's and Transitional Care Ltd

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This service is operated by a private provider and is registered to provide care and accommodation for two children who have learning disabilities.

The interim manager of the home has applied for registration.

Inspection date: 16 July 2020

This monitoring visit

This children's home was judged inadequate on 10 March 2020 for the second time. A notice restricting accommodation was issued following the monitoring visit on 2 June 2020.

Following this monitoring visit, one recommendation and nine out of the 10 requirements were met. The notice restricting accommodation was removed and a compliance notice was issued in respect of regulation 32.

Inspectors conducted this monitoring visit remotely to comply with government guidance regarding the COVID-19 (coronavirus) pandemic.

Staff recruitment practice is still not good. Inspectors found that on one occasion, the reference provided in relation to a staff member does not match the employment history on their application. In addition, the reference was sought after the member of staff started working at the home. Inspectors also found that some staff recruitment files do not include a full employment history and gaps in employment are not discussed at interview. This continuous shortfall in recruitment practice has the potential to compromise young people's safety.

Leaders and managers have a clear escalation process in place. Staff challenge services when their performance or response is not good enough. As a result, staff

now have access to statutory documents that are essential in supporting the care of the young person.

Staff take young people's wishes and feelings into account. As a result, young people are more confident to express their views and feelings and are listened to.

Feedback from professionals is largely positive. Staff are better supported through supervisions and team meetings to understand the new monitoring tools. As a result, staff are now better able to monitor the young person's progress and needs.

The manager has revised the statement of purpose. For example, information relating to therapeutic services has been updated. This review by the manager ensures that the statement of purpose reflects what the home is offering and is no longer misleading.

The responsible individual seeks support from others outside of the organisation to develop his own learning. While his learning remains ongoing, the responsible individual is able to evidence his learning in practice by his influence in the home. For example, staff have noted an increased presence and support for their development. Random quality assurance visits by the responsible individual help him to keep updated and assured that staff are working in line with new monitoring systems that help to assess the quality of care.

The independent visitor provides monthly reports that include her assessment about whether young people are effectively safeguarded, and their well-being promoted. This report is now provided to staff to read and learn from.

Leaders and managers have reviewed the quality of care and a written report has been provided to Ofsted. The report has identified actions, and consultations with others have been made and included in the report. This review of the quality of care ensures that feedback received is acted on to improve the service.

The manager has consulted with relevant people to inform the location risk assessment. As a result, the review of the location of the home and what risks may be presented is clear.

The children's guide is user friendly and now includes information about how young people can complain if they are unhappy.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/03/2020	Full	Inadequate
20/11/2019	Full	Inadequate
19/02/2019	Full	Good
19/12/2017	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 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 must comply within the given timescales.

Requirement	Due date
<p>The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety.</p> <p>The registered person may only—</p> <p>employ an individual to work at the children's home; or</p> <p>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>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2.</p> <p>The registered person may permit an individual to start work at the home despite the fact that the requirement in paragraph (3)(d) has not been met if—</p> <p>the registered person has taken all reasonable steps to obtain full information about each of the matters in Schedule 2 in respect of the individual, but the enquiries in relation to any of the matters in paragraphs 3 to 6 of Schedule 2 are incomplete.</p> <p>(Regulation 32 (1)(2)(a)(3)(d)(7)(a))*</p>	04/09/2020

*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.

Children's home details

Unique reference number: 1253623

Provision sub-type: Children's home

Registered provider: The Spring Children's and Transitional Care Ltd

Registered provider address: 9 Grenville Drive, Birmingham, Warwickshire B23 7YX

Responsible individual: Blessing Manyara

Registered manager: Post vacant

Inspectors

Michelle Spruce, social care inspector

Mr Karol Keenan, social care inspector

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