

# 2541440

**Berry Gifford Ltd**

Monitoring visit

Inspected under the social care common inspection framework

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

A private company owns this home. The home offers care and accommodation for up to three young people who have experienced childhood instability, resulting in trauma and associated complex behaviours.

The registered manager recently resigned from her post. An interim manager is currently in place.

**Inspection date:** 6 August 2020

## **This monitoring visit**

A monitoring inspection took place on 2 and 3 July 2020 because of concerns that the two young people living in the home both aged 15 years, were in a sexual relationship. The inspection found significant safeguarding failings, which had compromised young people's welfare and safety. As a result, six requirements were made. Two of these requirements were subject to a compliance notice. Ofsted also issued a notice restricting accommodation.

The purpose of this inspection was to evaluate the provider's progress in meeting the compliance notices and to ensure that they are complying with the restriction notice. The requirements will be reviewed at a subsequent inspection.

The inspector found that no further young people have been admitted to the home. Therefore, the restriction notice has been adhered to.

One young person moved on from the home after the last inspection. The other young person continues to live in the home.

Managers and staff have introduced new risk and behaviour management plans.

These plans fully capture the risks associated with the young person and provide staff with clear strategies to manage risk. Staff have updated their knowledge of these plans and fully understand their role in implementing and managing them.

Staff provide the young person with targeted support to help them to understand how to keep safe. In addition, the young person is now engaging with specialist safeguarding agencies. As a result, incidents of challenging and risk-taking behaviour have significantly reduced since the previous inspection.

Managers and staff have reflected on the shortfalls identified at the previous inspection. For example, all staff have completed fact finding and lessons learned exercises. The manager has used this information to create a range of new safeguarding protocols. A further safeguarding training event is due to take place imminently.

Staff now provide the young person with appropriate levels of supervision to keep them safe. The manager has also introduced a new protocol to safely manage the young person's internet use.

The interim manager is inspirational, and child centred. He is keen to rectify the shortfalls identified at the last inspection. The interim manager and staff are working closely to embed learning and develop staff practice. He scrutinises staff practice closely and is keen to utilise their strengths.

The interim manager and senior leaders have designed and implemented a new admissions process including a new impact risk assessment. These comprehensive forms will support staff to make well informed and considered decisions when admitting new young people to the home.

As a result of this progress, both compliance notices are met.

The responsible individual has reflected on his position since the previous inspection. He no longer feels that he has the necessary experience and skills to fulfil this role and is planning to recruit a suitable replacement. An additional requirement is raised in relation to this shortfall.

Managers and staff have made good progress in addressing the shortfalls identified at the previous inspection. However, this is in its infancy and the impact has yet to be evidenced. In addition, the responsible individual is currently seeking a suitable replacement for his post. As a result, the restriction on accommodation will remain in place and will be reviewed again in due course.

## 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 positive relationships standard is that children are helped to develop, and to benefit from, relationships based on—</p> <p>mutual respect and trust;</p> <p>an understanding about acceptable behaviour.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>help each child to develop socially aware behaviour;</p> <p>encourage each child to take responsibility for the child's behaviour, in accordance with the child's age and understanding;</p> <p>communicate to each child expectations about the child's behaviour and ensure that the child understands those expectations in accordance with the child's age and understanding;</p> <p>help each child to understand, in a way that is appropriate according to the child's age and understanding, personal, sexual and social relationships, and how those relationships can be supportive or harmful;</p> <p>help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship.</p> <p>(Regulation 11 (1)(a)(b)(2)(a)(ii)(iii)(v)(vi)(vii))</p>	27/09/2020

<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</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home;</p> <p>demonstrate that practice in the home is informed and improved by taking into account and acting on—</p> <p>feedback on the experiences of children, including complaints received; and</p> <p>use monitoring and review systems to make continuous improvements in the quality of care provided in the home.</p> <p>(Regulation 13 (1)(a)(b)(2)(f)(g)(ii)(h))</p>	<p>27/09/2020</p>
<p>An individual may only carry on a children's home if the individual satisfies the requirements in paragraph (5).</p> <p>A responsible individual must—</p> <p>have the capacity, experience and skills to supervise the management of the home, or the homes, in respect of which the responsible individual is nominated.</p> <p>(Regulation 26 (1)(7)(b))</p>	<p>27/09/2020</p>
<p>The registered person must maintain records ("case records") for each child which—</p> <p>are kept up to date.</p> <p>(Regulation 36 (1)(b))</p>	<p>27/09/2020</p>
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>there is any other incident relating to a child which the registered person considers to be serious.</p> <p>(Regulation 40 (4)(e))</p>	<p>27/09/2020</p>

## **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:** 2541440

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

**Registered provider:** Berry Gifford Ltd

**Registered provider address:** Berry Gifford Ltd, Branston Court, Branston Street, Birmingham, West Midlands B18 6BA

**Responsible individual:** Misheck Hakulandaba

**Registered manager:** Post vacant

## **Inspector**

Gareth Leckey, 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 <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: <http://www.gov.uk/ofsted>

© Crown copyright 2020