

2519260

Esland North Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This children's home is privately owned and provides care and accommodation for three children who are experiencing emotional and behavioural difficulties and/or have learning disabilities.

The registered manager resigned on 9 December 2020. A new manager has been appointed and is in the process of registering with Ofsted.

Inspection date: 13 January 2021

This monitoring visit

On 8 December 2020, an on-site visit was undertaken to address specific concerns received by Ofsted. The concerns related to the leadership and management of the home, the safeguarding of three children, suitability and sufficiency of staff, and behaviours of children and damage to the home.

The provider had recognised the seriousness of the situation and begun to take steps to identify an alternative home for one child who had recently moved in. This child moved out on the day of the visit and Ofsted issued a restriction notice.

This monitoring visit was to review the progress made and to monitor the restriction notice.

Following this monitoring visit, there have been several staff changes, including the registered manager, the deputy manager and some care staff. A new manager has been appointed, senior members of staff have been identified and the recruitment of care staff continues.

Leaders and managers have worked with their staff team to review the widespread failings that led to the restriction notice. Immediate repairs were undertaken to the home and new items have been purchased. The home now presents as homely, comfortable and clean, and the locks on internal doors have been removed.

Reporting and recording systems have been reviewed and they are being shared with the staff. These new systems are being tested for effectiveness.

Leaders and managers have completed a review of all practice and procedures and produced a comprehensive action plan. Regular team meetings and supervision sessions have provided the staff with opportunities to reflect and learn. As a result, additional training opportunities are available to all the staff.

The action plan has been submitted to Ofsted and action to meet this plan has commenced. Leaders and managers have worked hard to address the shortfalls. Because of this work, some requirements made at the previous monitoring visit have been met. Ofsted will continue to monitor the progress towards meeting the remaining requirements set out below and the notice of restriction.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/10/2019	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 quality and purpose of care standard is that children receive care from staff who—</p> <p>understand the children's home's overall aims and the outcomes it seeks to achieve for children;</p> <p>use this understanding to deliver care that meets children's needs and supports them to fulfil their potential.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>understand and apply the home's statement of purpose;</p> <p>ensure that staff—</p> <p>understand and apply the home's statement of purpose;</p> <p>help each child to understand and manage the impact of any experience of abuse or neglect;</p> <p>provide to children living in the home the physical necessities they need in order to live there comfortably;</p> <p>provide to children personal items that are appropriate for their age and understanding; and</p> <p>ensure that the premises used for the purposes of the home are designed and furnished so as to—</p> <p>meet the needs of each child; and</p> <p>enable each child to participate in the daily life of the home.</p> <p>The conditions are—</p>	8 January 2021

<p>that the care is approved, and kept under review throughout its duration, by the placing authority;</p> <p>that the care meets the child's needs;</p> <p>that the care is delivered by a person who—</p> <p>has the experience, knowledge and skills to deliver that care. (Regulation 6 (1)(a)(b) (2)(a)(b)(i)(ii)(v)(vii)(viii)(c)(i)(ii) (3(a)(b)(c)(i))</p>	
<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; and</p> <p>positive responses to other children and adults.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>meet each child's behavioural and emotional needs, as set out in the child's relevant plans;</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>help each child to develop and practise skills to resolve conflicts positively and without harm to anyone;</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>8 January 2021</p>

<p>help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship;</p> <p>strive to gain each child's respect and trust;</p> <p>understand how children's previous experiences and present emotions can be communicated through behaviour and have the competence and skills to interpret these and develop positive relationships with children;</p> <p>are provided with supervision and support to enable them to understand and manage their own feelings and responses to the behaviour and emotions of children, and to help children to do the same;</p> <p>de-escalate confrontations with or between children, or potentially violent behaviour by children;</p> <p>understand and communicate to children that bullying is unacceptable; and</p> <p>have the skills to recognise incidents or indications of bullying and how to deal with them; and</p> <p>that each child is encouraged to build and maintain positive relationships with others. (Regulation 11 (1)(a)(b)(c) (2)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(ix)(x)(xi)(xii)(xiii)(b))</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>help each child to understand how to keep safe;</p> <p>have the skills to identify and act upon signs that a child is at risk of harm;</p>	<p>8 January 2021</p>

<p>manage relationships between children to prevent them from harming each other;</p> <p>understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person;</p> <p>take effective action whenever there is a serious concern about a child's welfare;</p> <p>that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(iv)(v)(vi)(b))</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</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>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;</p> <p>ensure that staff work as a team where appropriate;</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</p> <p>ensure that the home has sufficient staff to provide care for each child;</p> <p>ensure that the home's workforce provides continuity of care to each child;</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>8 January 2021</p>

<p>demonstrate that practice in the home is informed and improved by taking into account and acting on—</p> <p>research and developments in relation to the ways in which the needs of children are best met; and</p> <p>use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(b)(c)(d)(e)(f)(g)(i)(h))</p>	
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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: 2519260

Provision sub-type: Children's home

Registered provider: Esland North Limited

Registered provider address: Esland Ltd, Suite 1, Riverside Business Centre, Foundry Lane, Milford, Belper DE56 0RN

Responsible individual: James Barlow

Registered manager: Post vacant

Inspector

Linda Bond, Social Care Inspector

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