

1244108

Bay Tree House (Gravesend) Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home provides care for up to three children. The home's statement of purpose states that it provides holistic and therapeutic care for children with learning needs, language and communication difficulties, and/or autism spectrum disorders.

The manager was registered with Ofsted in October 2019.

Inspection date: 10 February 2021

This monitoring visit

This monitoring visit took place due to the length of time since the last inspection. The home was last inspected in June 2019, and judged overall good, with three recommendations made.

In accordance with Ofsted guidance on COVID-19 (coronavirus) restrictions, this inspection was undertaken remotely. The inspector held discussions with the responsible individual, registered manager and staff on video call. Social workers provided their views via email. Relevant documents were emailed to the inspectors and these were considered. The Inspector held video discussions with children to get their views.

Risk assessments are detailed, showing both the level of risk and strategies to use. Leaders and managers regularly review the assessments and make changes when necessary. Staff are informed of changes and read and sign the document to confirm they have understood the content. This recommendation is met.

Training records indicate that all staff have completed behaviour management training. Two staff have not been able to complete this course face to face and have completed an online alternative. This recommendation is met.

The review of education plans shows academic progress for children. Clear academic

targets are integrated into individual care plans. Managers use analysis of individual sessions to review the quality and content. This recommendation is met.

The home does not have a workforce development plan. There is a lack of clarity around staff's essential qualifications and timescales by which these will be completed. In addition, there is no evidence of cross-referencing of those deemed to have equivalent level 3 qualifications.

Following a report from the independent visitor in July 2020, the manager did not act on the recommendation that an incident should be reported to Ofsted. The incident involved emergency services attending the home and a child required follow-up psychiatric assessment. All appropriate actions were taken to safeguard the child. The manager agreed that, in hindsight, the incident was more serious than they initially thought.

In response to two incidents of medication mismanagement, there has been a robust response by the manager. Incidents were quickly identified and appropriate health advice was sought. As a result of the internal investigation, new procedures are now in place. Staff demonstrate clear understanding of changes made and praised the revised system.

Children say they are happy in the home. They attend various activities and staff have found alternatives during lockdown. One child has completed a run for charity which he and the team are proud of. Through this activity, the child learned about both physical and emotional well-being while supporting a good cause.

Staff and children's relationships are central to the quality of outcomes and experiences for children. Staff are creative in their play with children and use skilled techniques to help overcome communication challenges. This has also allowed life-story work to be done in consultation with individual children's social workers.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/06/2019	Full	Good
15/11/2018	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 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>	19 March 2021

Recommendations

- The registered person should ensure there is a suitable workforce plan in place that links to regulation 16, schedule 1. ('Guide to the children's homes regulations including the quality standards', page 53, paragraph 10.8)

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: 1244108

Provision sub-type: Children's home

Registered provider address: 96 Lynton Road South, Gravesend, Kent DA11 7NE

Responsible individual: David Lewis

Registered manager: Adam Barron

Inspector

Mark Newington, Social Care Inspector

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