

1240843

Care 4 Children Holdco Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is one of a number operated by a large, private organisation. The home is registered to provide care and accommodation for up to two children who may have emotional or behavioural needs.

A manager was appointed in December 2020. He has submitted an application to register with Ofsted, which is currently being reviewed.

We last visited this children's home on 20 January 2021, when we carried out a monitoring visit.

Inspection date: 1 March 2021

This monitoring visit

This monitoring visit was carried out to review the steps taken by the provider to address a compliance notice issued in January 2021, in relation to regulation 32, the fitness of workers.

At the monitoring visit carried out in January 2021, we found that the provider had failed to implement suitable arrangements to ensure that staff employed to work with children were physically and mentally fit. In addition, it was identified that measures in place to manage risks relating to staff well-being were not consistently followed.

During this inspection, it was confirmed that the provider has implemented a formalised process for the handover of management responsibilities within homes. This means that any ongoing risk management plans will be shared fully with the incoming manager, therefore enabling them to maintain effective safeguarding practice.

The manager has completed a full audit of information held in relation to all current staff members. In addition, the manager has ensured that any matters pertinent to

the physical or mental suitability of staff to care for children have been carefully considered.

Processes for assessing any specific risks relating to staff, for example health conditions or regular use of medication, have been improved. Risk assessments are well detailed and include clear strategies for managing any concerns. In addition, risk management plans are reviewed by the home's manager, a senior manager and a member of the human resources team on a monthly basis.

Wellness action plans have been implemented for all staff. These help staff to reflect on their strengths and identify areas in which they may require additional support. Furthermore, staff have access to support from a third-party healthcare provider as well as the organisation's internal clinical team.

Workforce planning meetings now take place on a weekly basis and include the home's manager, a senior manager and member of the human resources team. These meetings provide the opportunity to review any concerns and to ensure that all current risk management plans continue to be effective.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/03/2020	Full	Good
12/02/2019	Interim	Improved effectiveness
08/05/2018	Full	Requires improvement to be 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 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>are familiar with, and act in accordance with, the home's child protection policies. (Regulation 12(1)(2)(a)(i)(vii))</p> <p>This specifically relates to the provider ensuring that risks relating to a young person's safety or well-being are clearly identified and that staff are provided with clear guidance about how to mitigate these risks, and to the provider ensuring prompt referral of safeguarding concerns and allegations to the designated officer.</p>	5 March 2021
<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. (Regulation 13(1)(a)(b)(2))</p> <p>This specifically relates to the provider ensuring an effective handover between managers, which ensures that the current manager is fully aware of identified risks and concerns relating to the staff they are managing.</p>	5 March 2021

<p>The registered person must ensure that an independent person visits the children's home at least once each month.</p> <p>The independent person must produce a report about a visit ("the independent person's report") which sets out, in particular, the independent person's opinion as to whether—</p> <p>children are effectively safeguarded; and</p> <p>the conduct of the home promotes children's well-being.</p> <p>The independent person must provide a copy of the independent person's report to—</p> <p>HMCI;</p> <p>upon request, the local authority for the area in which the home is located;</p> <p>the placing authorities of children;</p> <p>the registered provider and, if applicable, the registered manager; and</p> <p>the responsible individual (if one is nominated). (Regulation 44)(1)(4)(a)(b)(7)(a)(b)(c)(d)(e))</p> <p>This specifically relates to the provider ensuring that HMCI is provided with reports of the independent person's reports in a timely manner.</p>	<p>5 March 2021</p>
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Recommendations

- The registered person should ensure that direct work undertaken with young people reflects that young people have been encouraged to express their views, wishes and feelings and that these have been taken into account when planning and undertaking young people's care. ('Guide to the children's homes regulations including the quality standards', page 21, paragraph 4.5)
- The registered person should ensure that there is clear guidance in place for staff about short term changes to young people's needs as a result of illness, injury or medical treatment. ('Guide to the children's homes regulations including the quality standards', page 33, paragraph 7.3)
- The registered person should ensure that young people are supported by staff from different gender groups, so that young people are enabled to develop relationships with a diverse range of adults. ('Guide to the children's homes regulations including the quality standards', page 54, paragraph 10.22)

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: 1240843

Provision sub-type: Children's home

Registered provider: Care 4 Children Holdco Limited

Registered provider address: 1 Stuart Road, Bredbury Park Industrial Estate,
Bredbury, Stockport SK6 2SR

Responsible individual: Amy Moulton

Registered manager: Post Vacant

Inspector

Marie Cordingley, Social Care Inspector

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