

# 1253008

**Esland North Limited**

Monitoring visit

Inspected under the social care common inspection framework

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

The home is a privately run children's home. It provides care and accommodation for up to two children aged between eight and 17 years old.

The manager registered with Ofsted in January 2021.

**Inspection date:** 31 March 2021

## **This monitoring visit**

Due to the restrictions in place relating to the COVID-19 (coronavirus) pandemic, this monitoring visit was carried out off site. The visit was undertaken to investigate potential breaches of regulations, after information was shared with Ofsted in notifications that indicated a potential risk of harm to children. The visit included a review of documents, a virtual tour of the building and discussions with children, staff and relevant professionals.

Children have made significant progress from their starting points. One child is now engaging in full-time education and is starting to make positive plans for the future. Another child's missing episodes have significantly reduced in number. This is a direct result of the support that children receive from staff and external agencies.

Children live in a homely environment and have a sense of belonging. Each child has their own bedroom that is personalised to reflect their interests. The overall state of repair and quality of decor, furnishings, fixtures and equipment are good. This helps to ensure that the home is comfortable and a welcoming place to live.

The manager has good oversight of the home and is proactive in identifying and addressing areas for development in staff practice. This helps to drive improvements in the quality of care provided for children.

The manager has detailed oversight of restraint records. She ensures that debriefs take place with staff, and that any lessons learned are shared with the team. The manager also consults with the clinical team to develop new ways of working. This has helped to improve how staff respond to children's risky behaviours.

Risk management plans are confusing and do not include all of the known risks. These plans do not provide staff with clear guidance on how to keep children safe, and contain conflicting information. This lack of clarity has the potential to lead to conflicting practice by staff.

Management oversight of agency staff members is not robust. For example, it is not clear what training agency staff have completed, thus making it difficult for the manager to assess their suitability to work with the children. In addition, on one occasion, an agency staff member was involved in a physical restraint of a child. This is not in keeping with agreed policy and procedures. This is not good practice and has the potential to have a negative impact on children's safety.

Not all staff have the training to meet the children's identified needs. They have not all completed the mandatory training and it is unclear from the records what training the staff have had. There has been limited additional training or support put in place to mitigate the lack of face-to-face training that has resulted from the COVID-19 pandemic. This means that not all staff have the skills needed to support the children.

The staffing levels now in place are sufficient to meet the needs of the children. Interim measures have been implemented. This includes using the same staff from other homes and the same agency workers. This has helped to maintain consistency for the children.

The requirements made at the previous inspection are met.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/02/2020	Full	Good
31/10/2018	Full	Outstanding
07/11/2017	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 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>have the skills to identify and act upon signs that a child is at risk of harm;</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)(iii)(b))</p> <p>This is in relation to clear and robust risk assessments being in place for all known risks. In addition, the manager must assess the risk of agency staff working in the home against the individual needs of the children, and provide clear plans for staff, to mitigate any potential risk.</p>	1 July 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 promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p>	1 July 2021

ensure that staff have the experience, qualifications and skills to meet the needs of each child.  
(Regulation 13 (1)(a)(b) (2)(c))

This specifically relates to all staff, including agency staff, completing all mandatory training, and training on child sexual exploitation and self-harm.

## Information about this inspection

The purpose of this visit was to investigate information received which suggests there may be a breach of regulations.

This inspection was carried out under the Care Standards Act 2000.

## Children's home details

**Unique reference number:** 1253008

**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:** Kerry Morley

**Registered manager:** Kerry Swales

## Inspector

Debra Boldy, Social Care Inspector

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