

SC008015

The Hesley Group Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This residential special school is owned by a private company. It registered as a children's home and offers care and accommodation for up to 32 children with learning disabilities and/or difficulties, together with complex needs. The home consists of five separate houses.

The manager registered with Ofsted on 5 October 2020. However, they are not currently in day-to-day charge of the operation of this registration.

Inspectors were aware during this inspection that serious child protection allegations were being investigated by the appropriate authorities.

Inspection date: 5 May 2021

This monitoring visit

At an assurance visit carried out on 12 March 2021, inspectors found significant failings in the provider's recruitment practice. Therefore, Ofsted issued a compliance notice under regulation 32 of 'The Children's Homes (England) Regulations 2015'.

We last visited this setting on 23 and 24 March 2021 to carry out a further assurance visit. At this visit, serious and widespread concerns in relation to the care and protection of children were found. This resulted in Ofsted issuing an emergency suspension notice on 24 March 2021. The report is published on our website.

This monitoring visit took place to review the registered provider's progress with meeting the steps in the compliance notice, and to confirm that they have complied with the emergency suspension notice.

The interim manager has conducted a thorough review of the staff's personnel files. This ensures that full and satisfactory information is available and meets each of the matters as required in regulation 32, schedule 2. This, and a review of the safe

recruitment policies and procedures, ensures that only those who are deemed safe and suitable to work with children do so.

The provider has reviewed and amended their recruitment procedures to ensure all recruitment checks are undertaken prior to the person starting work at the home. However, as the provider has not appointed any staff in this monitoring period, the effectiveness of these procedures cannot be tested.

Training has been provided to increase the skills and knowledge of staff so that they can meet the needs of children. However, the effectiveness of this training is not yet known as there have been no children living in this home.

The registered provider has taken action to address the significant and widespread failings with the leadership and management arrangements. The provider has conducted a review of the service, which has resulted in a significant change to the whole management team.

The new interim manager has been in post since March 2021. He has a detailed understanding of the failings that have been identified. He and the management team are working hard to implement the provider's extensive action plan to address the additional requirements that were raised at the assurance visit.

These requirements are not met and will remain in place. The emergency suspension notice has been complied with but remains in place.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/12/2019	Full	Good
12/12/2018	Full	Good
10/01/2018	Full	Good
01/03/2017	Interim	Sustained effectiveness

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, the 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 with 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>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>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; and</p> <p>are familiar with, and act in accordance with, the home's child protection policies;</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.</p> <p>(Regulation 12 (1) (2)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(b))</p>	6 June 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>use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(h))</p>	6 June 2021
<p>The registered person must compile in relation to the children's home a statement ("the statement of purpose") which covers the matters listed in Schedule 1.</p> <p>Subject to paragraph (6), the registered person must ensure that the home is at all times conducted in a manner which is consistent with its statement of purpose. (Regulation 16 (1) (5))</p>	6 June 2021
<p>Restraint in relation to a child must be necessary and proportionate.</p> <p>These regulations do not prevent a child from being deprived of liberty where that deprivation is authorised in accordance with a court order. (Regulation 20 (2) (3))</p>	6 June 2021
<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. (Regulation 26 (1) (7)(b))</p> <p>This specifically relates to the responsible individual's capacity and skills to supervise the management of the home effectively.</p>	6 June 2021
<p>A person may only manage a children's home if—</p>	6 June 2021

<p>the person is of integrity and good character;</p> <p>having regard to the size of the home, its statement of purpose, and the number and needs (including any needs arising from any disability) of the children—</p> <p>the person has the appropriate experience, qualification and skills to manage the home effectively and lead the care of children. (Regulation 28 (1)(a)(b)(i))</p> <p>This specifically relates to the registered manager's capacity and skills to manage the home effectively.</p>	
<p>The registered person must ensure that—</p> <p>within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes—</p> <p>a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure;</p> <p>within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")—</p> <p>has spoken to the user about the measure; and</p> <p>has signed the record to confirm it is accurate; and</p> <p>within five days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35 (3)(a)(viii)(b)(i)(ii)(c))</p>	<p>6 June 2021</p>

Recommendations

- The registered provider must ensure that the home has a nurturing and supportive environment that meet the needs of their children and is a homely, domestic environment. ('Guide to the Children's Homes Regulations including the quality Standards' page 15, paragraph 3.9)

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: SC008015

Provision sub-type: Residential special school

Registered provider: The Hesley Group Limited

Registered provider address: Central Services Hesley Hall, Tickhill, Doncaster, South Yorkshire DN11 9HH

Responsible individual: Susan McLean

Registered manager: Patricia Gregory

Inspector

Janine Shortman-Thomas, Social Care Inspector

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