

1273769

Oak Childcare Plus

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home is privately owned and provides care for up to three children who have experienced childhood instability leading to trauma and associated complex behaviours.

The home has been without a registered manager since June 2021. A new manager has been appointed. The manager will apply to register with Ofsted.

Inspection date: 3 November 2021

This monitoring visit

Ofsted last visited the home to complete an interim inspection on 20 September 2021. At the inspection, serious and widespread concerns in relation to the care and protection of children and the leadership and management of the home were identified.

Due to the significant concerns found during the inspection, Ofsted raised nine requirements and issued two compliance notices under regulation 32 (Fitness of workers) and regulation 33 (Employment of staff).

This monitoring visit is to review the progress made to improve the quality of care at the home and the steps the provider has taken to meet the two compliance notices and the remaining requirements. Eight of the nine requirements are considered met. The two compliance notices are considered to be met. One additional requirement has been raised.

Managers have addressed shortfalls in supervision. As a result, staff now receive regular supervision that supports their development. In addition, new staff in their induction period receive more frequent supervision, as outlined in the home's statement of purpose. Managers have developed a supervision pathway. This provides consistency for each staff member, because they know that supervisions

will be completed by the same person each month. This allows managers to highlight staff strengths and weaknesses and provide further support where required.

A new responsible individual has been recruited for the home. The provider has completed the majority of the required recruitment checks. However, the provider has failed to fully verify the reason why the individual has left a previous employer. This means that the provider does not have all the information to assure themselves that the individual has the skills and expertise for the role.

Despite this shortfall, managers are able to show a clear safe recruitment practice for all other members of staff. Recruitment files are concise and completed in full. Managers complete relevant checks for new employees and question unclear information. These procedures help to ensure that children are cared for by safe and suitable adults.

Managers have made improvements to the physical condition of the home. This includes ensuring that children's bedrooms have curtains and blinds for their windows. Children also have new and sufficient storage space to store their belongings. Children's bedrooms are personalised to their own individual taste. This allows children to have a sense of pride in their home. Consequently, there are few incidents of damage in the home.

Improved monitoring systems enable managers to effectively review the quality of care that is provided to children at the home. This includes consulting with the children to make sure that their views are considered in the development of the service. Children are included in the decision-making of the home through regular children's meetings and general discussions.

Managers ensure that they let Ofsted know of significant incidents in a timely way. This means that the regulator can review serious incidents and be assured that appropriate action has been taken.

The provider has not yet supplied Ofsted with information about one director who is involved in the running of the home. The inspector was informed that this will be completed imminently.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/09/2021	Interim	Declined in effectiveness
28/04/2021	Full	Requires improvement to be good
17/02/2020	Interim	Declined in effectiveness
07/05/2019	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>An individual may only carry on a home with another individual or other individuals, otherwise than in a partnership, if that individual and each other individual satisfies the requirements in paragraph (5).</p> <p>The requirements are that—</p> <p>the individual is of integrity and good character;</p> <p>full and satisfactory information is available to the individual in respect of each of the matters in Schedule 2; and</p> <p>the individual is mentally and physically fit to carry on the home.</p> <p>A responsible individual must—</p> <p>satisfy the requirements in paragraph (5)(a) to (c); and</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.</p> <p>(Regulation 26 (2) (5)(a)(b)(c) (7)(a)(b))</p> <p>This specifically relates to ensuring that the responsible individual is suitably assessed as appropriate and the reasons for leaving previous employment are verified.</p>	15 November 2021
<p>An organisation may only carry on a home if—</p> <p>each director of the organisation, except for a director who is the responsible individual, who is involved in the carrying on of a home by that organisation satisfies the requirements in paragraph (6).</p>	31 December 2021

The requirements are that—

the individual is of integrity and good character; and

full and satisfactory information is available in relation to the individual in respect of the matters in paragraphs 1 and 3 to 6 of Schedule 2. (Regulation 26 (4)(i) (6)(a)(b))

This specifically relates to ensuring that directors responsible for the running of the home are suitably assessed as appropriate.

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: 1273769

Provision sub-type: Children's home

Responsible individual: Denise Knowles

Registered manager: Post vacant

Inspector

Kev Brammer, social care inspector

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