

1245565

Registered provider: Esland North Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home provides care and accommodation for up to three children with emotional and/or behavioural difficulties.

The home's manager has been in post since November 2021 and has applied to be registered.

Inspection date: 15 February 2022

Date of last inspection: 22 November 2021

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: a compliance notice has been issued under regulation 12, the protection of children standard.

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged requires improvement to be good at the last full inspection. At the interim inspection, Ofsted judges that it has declined in effectiveness.

Some management systems are not effective. Staff have not received regular supervision, maintenance issues have not been reported quickly and the monitoring of staff performance has not identified potential weaknesses.

Staff have failed to take all the necessary steps to keep children safe. Children have been able to leave their bedrooms in the early hours of the morning without staff being aware. Protocols designed to keep the child safe have not been followed. For example, staff are not aware that children have left their room at night, despite the use of door alarms. During an incident at night in which children were not supervised, children were harmed.

On another occasion, a lack of effective supervision meant that a child took a potentially dangerous object from the staff office. The object was not stored securely.

In some cases, staff have been unable to set or enforce boundaries for children. Some staff have reported feeling anxious about challenging the behaviour of children. This has meant that children have not felt safe and secure.

When concerns about staff conduct were raised with managers, they did not take action to assess and minimise potential risks to children.

At the last inspection, it was identified that staff are not completing the relevant qualification quickly enough. This is still the case. Staff have still not seen their assessor, had study tasks given to them or had their work reviewed. Arrangements for staff training have improved but there are still gaps in training for some staff, particularly in areas specific to the needs and risks of children.

Some parts of the home are well decorated and provide a homely environment for children. However, other parts of the home are worn and not clean. Maintenance systems are not effective. As a result, damage is not repaired quickly enough.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
22/11/2021	Full	Requires improvement to be good
18/06/2018	Full	Good
13/03/2018	Interim	Sustained effectiveness
25/07/2017	Full	Outstanding

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 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)(b))</p>	21 March 2022
<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>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</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)(c)(h))</p> <p>This relates to the oversight of staff practice, staff supervision and staff development.</p>	21 March 2022
<p>For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained—</p> <p>the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma"); or</p>	21 March 2022

a qualification which the registered person considers to be equivalent to the Level 3 Diploma.

The relevant date is—

in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home; or

in the case of an individual who was working in a care role in a home on 1st April 2014, 1st April 2016.
(Regulation 32 (4)(a)(b) (5)(a)(b))

This specifically relates to the manager ensuring that all staff enrolled on the level 3 qualification are supported to make progress. Additionally, the manager must take the necessary action to ensure that staff who are out of timescales with the level 3 qualification are supported to complete this.

* These requirements are subject to a compliance notice.

Recommendations

- The registered person must ensure that staff are familiar with the home's policies on record-keeping and understand the importance of careful, objective and clear recording. Staff should record information about individual children in a non-stigmatising way that distinguishes between fact, opinion and third-party information. Information about the child must always be recorded in a way that will be helpful to the child. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.4)
- The registered person must ensure that the home is a nurturing and supportive environment that meets the needs of the children. Children's homes will, in most cases, be homely, domestic environments. The home must comply with relevant health and safety legislation, such as alarms and food hygiene. However, in doing so, the home should seek as far as possible to maintain a domestic rather than 'institutional' impression. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)

Information about this inspection

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

Inspectors have looked closely at the experiences and progress of children and young people, using the social care common inspection framework. This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with the Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'.

Children's home details

Unique reference number: 1245565

Provision sub-type: Children's home

Registered provider: Esland North Limited

Registered provider address: Suites 1 and 5, Riverside Business Centre, Foundry Lane, Milford, Belper, Derbyshire DE56 0RN

Responsible individual: James Barlow

Registered manager: Post vacant

Inspector

Zoey Lee, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2022