

# 1272657

Registered provider: Inroads Essex Limited

Interim inspection

Inspected under the social care common inspection framework

## Information about this children's home

A private organisation runs this home. It provides care for up to four children with a learning disability.

The manager registered with Ofsted in April 2020.

**Inspection date: 22 March 2022**

**Date of last inspection:** 19 October 2021

**Judgement at last inspection:** requires improvement to be good

**Enforcement action since last inspection:** none

## **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 this interim inspection, Ofsted judged that it has improved effectiveness.

The manager has addressed seven of the eight requirements that were raised at the last inspection. One requirement and a recommendation are restated.

Since the last inspection, no children have left or moved into the home. All four children are settled and have lived at the home for several years. The children all regularly attend specialist schools.

Children say that they like living at the home and feel safe. They like their personalised rooms and the spacious communal areas. They know who to speak to when they have concerns and have close relationships with staff, who treat them kindly. Children enjoy regular and varied activities. They are actively involved in the planning of these, so their preferences and wishes are met.

Children maintain close relationships with their families, and staff support children's visits to their family homes. Staff value parents as partners in supporting the children. Parents said that they value the communication and help that they receive from the manager and staff. Children are making good progress from their starting points. One parent said, 'My child is exceeding all expectations. Staff have done so well with her. It is amazing really; It's all that we wanted.'

Staff meet children's health needs well. They encourage children's healthy eating and healthy living, along with regular exercise. For example, one child is supported to use picture symbols to plan their evening exercise routine when they return from school. This routine is a combination of short activities, including dance, running and trampolining. This has helped the child to stay healthy, and it boosts their self-esteem. Staff work closely with families in arranging and attending health appointments.

Improvements have been made to the oversight and review of physical interventions. The interventions continue to be used only as a last resort. Children and staff are involved in discussions after interventions happen to share their views. The manager has put in place individual feedback forms for each child, tailored to their communication needs and learning disabilities. This means that children can provide worthwhile feedback, which is used to inform the support that they receive.

There are sufficient staff to meet the needs of children. Agency staff are consistent and familiar to children, who know them well. Staff said that recent recruitment has led to improvements in the consistency of deploying staff, which benefits children. The manager has put in place new systems to ensure that identity checks of

potential new staff are robust. However, the manager had not fully completed the records to authorise the start of one new employee. Although sufficient checks had taken place, this left a risk that a staff member could start work without the checks.

Since the last inspection, improvements have been made to the decoration and fixtures at the home. However, some furniture, soft furnishings and paintwork still need replacement or minor repair. The garden area is awaiting furniture and decoration. Not all adaptations to furniture that are needed for children's safety promote a homely feel.

The manager has improved systems to ensure that children are safe from the risk of abuse. Staff now complete extensive training in safeguarding and the manager uses handovers, team meetings and supervisions to refresh their knowledge. Staff discuss how they would respond to scenarios, including how they would escalate concerns to managers and external professionals. Staff could all describe in detail the signs of potential abuse that they need to be vigilant to and how they would respond.

Staff now benefit from robust and regular supervision and support. Staff said that this helps them to understand children's needs in greater depth and provides a forum for discussion to share views. Staff, on completion of their probationary period, begin working towards the required qualifications. Staff are up to date with all mandatory training, including first aid.

Children, their parents and staff all said that the management team has worked hard to bring positive changes and stability. The home's management team has begun to move forward in ensuring that staff have the skills and support to meet children's needs and keep them safe. Systems to monitor this are improving, including updates to the home's statement of purpose. The management team has reviewed how it works. Managers have made changes to the times of day that they are on duty, spending more time with staff and children. This has helped to identify staff strengths so that they can be used for the wider benefit of the home and children.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/10/2021	Full	Requires improvement to be good
30/10/2019	Full	Inadequate
10/10/2018	Full	Good

## What does the children's home need to do to improve?

### Statutory requirement

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 registered person must recruit staff using recruitment procedures that are designed to ensure children's safety.</p> <p>The registered person may only—</p> <p>employ an individual to work at the children's home; or</p> <p>if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home,</p> <p>if the individual satisfies the requirements in paragraph (3). The requirements are that—</p> <p>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a)(b) (3)(d))</p> <p>In particular, ensure that reasons for leaving previous employment involving working with children or vulnerable adults have been verified by the registered manager in line with the provider's stated procedure.</p> <p>This requirement was made at the last inspection and is restated.</p>	30 April 2022

### Recommendation

- The registered person should provide a nurturing, homely and supportive environment that meets the needs of the children. In particular, ensure that decoration of the home and the garden areas are maintained to a good standard. ('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:** 1272657

**Provision sub-type:** Children's home

**Registered provider:** Inroads Essex Limited

**Registered provider address:** Suffolk House 7 Hydra, Orian Court Addison Way,  
Great Blakenham, Suffolk IP6 0LW

**Responsible individual:** Vivienne Norton

**Registered manager:** Grzegorz Szeliga

## Inspector

Jamie Cousins, Social Care Inspector

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