

SC423753

Registered provider: Ruskin Mill Trust Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and managed by a charitable trust, and it is situated in the grounds of a residential special school. Only the children's home was inspected during this inspection. The home can provide care for up to five children with a range of complex needs, including learning disabilities. The children may be placed by various local authorities from across the United Kingdom. Children's accommodation in the home can be agreed for up to 38 weeks during term time, or 52 weeks of the year.

The manager was registered with Ofsted in May 2022.

Ofsted last visited this setting on 24 and 25 February 2022 to carry out a full inspection. The report is published on the Ofsted website.

At the time of the inspection, only one child was living in the home, on a part-time basis.

Inspection dates: 15 and 16 November 2022

Overall experiences and progress of children and young people, taking into account	requires improvement to be good
---	--

How well children and young people are helped and protected	requires improvement to be good
---	---------------------------------

The effectiveness of leaders and managers	requires improvement to be good
---	---------------------------------

The children's home is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

Date of last inspection: 24 February 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/02/2022	Full	Good
10/03/2020	Full	Good
16/01/2019	Full	Outstanding
11/07/2017	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: requires improvement to be good

Children's progress varies in this home as not all staff have a good enough understanding of children's needs. One child has gained confidence in social situations due to their improved communication skills. This has supported better engagement in school and interactions with others. However, another child's progress faltered in aspects of their self-care, health and well-being.

Children have not always had good relationships with each other in the home. Some behaviours displayed in the home have the potential for harm and professionals and parents shared concerns about these behaviours. Children raised concerns both with staff and with Ofsted through the online consultation forms and reported not feeling safe. Due regard was not given by staff to the impact of these behaviours. Staff later implemented strategies to manage relationships between children. However, these strategies were not effective in changing behaviours or preventing one child from feeling bullied.

Children move into the home in a planned way. They build up the time spent at the home gradually until they are ready to increase the duration of stays. Similarly, when they move out, this is done in a planned way. However, one child experienced an abrupt and unplanned end to their placement. This limited opportunities to undertake a thorough handover before the child left the home. This lack of planning leaves children feeling confused and rejected.

The children's rooms are personalised and the communal areas comfortable and clean, with child-friendly resources. The views of children are recorded, and these inform their day-to-day care where possible. Children are supported to choose activities and identify the things that they enjoy. This helps the children to feel valued and improves their experiences in the home.

Children benefit from individualised care and support from staff. Managers and staff work with everyone involved with the children to ensure that information-sharing is promoted. Up-to-date information is recorded in children's care plans. Children's information is regularly discussed between professionals, which helps to promote consistency for children.

How well children and young people are helped and protected: requires improvement to be good

The requirement relating to the safe administration and storage of medication raised at the previous inspection remains unmet. The manager has taken steps to improve this area of practice, but a further incident occurred that involved a child having unsupervised access to the medication cabinet. This does not promote children's safety.

Children's risks and vulnerabilities are recorded in their risk assessments and staff demonstrate an understanding of these. However, the assessed level of risk in these documents does not always align with the narrative and incidents that occur. This can lead to confusion and a lack of clarity about risks that may affect children and cause harm.

There have been no incidents of physical restraint within the home. This is due to the positive relationships that children have with the staff and the ability of staff to de-escalate children's behaviour when it is heightened. This helps children to feel secure and maintains trusted relationships with the staff.

The effectiveness of leaders and managers: requires improvement to be good

The manager has tools and systems to monitor the quality of care that children receive. However, some of the documentation required under regulation needs further development. The quality-of-care report does not include the views of children in relating to the care they receive and any subsequent actions the manager will take. A recommendation was made at the last inspection about the Statement of Purpose being forwarded to Ofsted following any review. This document requires further review and amendment to ensure language aligns with that of a children's homes. The workforce development plan does not detail how poor performance will be addressed or the additional training staff will undertake to meet the individual needs of children. The shortfalls in these records do not support the manager to improve the quality of care in the home.

The manager has not always evaluated incidents of potential harm as serious and has not notified the regulator of significant events within the home, particularly in relation to bullying behaviours. This limits opportunities for the regulator to have oversight and check that appropriate actions are taken to keep children safe.

The manager has made some positive changes to promote children's safety and well-being. The manager has a strong aspirational vision for the home and is held in high regard by staff and others. Monitoring processes identified some areas for improvement and the manager has started to take effective action in this regard.

Staff work closely with parents and professionals to build good relationships, and there are effective relationships with education colleagues. This helps to smooth transitions between the school and home. Concerns raised by care professionals or families are considered and steps to address these concerns are put in place, but these have not always been effective.

The manager promotes reflective practice among the staff team. Regular discussions around how best to care for the children are well recorded to ensure absent members know what was agreed. The manager also ensures that training and

additional workshops are provided that are specific to the children's needs, which helps to improve staff practice.

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

Statutory requirements

This section sets out the actions that the registered persons 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 persons must comply within the given timescales.

Requirement	Due date
<p>The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on—</p> <p>mutual respect and trust;</p> <p>an understanding about acceptable behaviour; and</p> <p>positive responses to other children and adults.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>de-escalate confrontations with or between children, or potentially violent behaviour by children;</p> <p>have the skills to recognise incidents or indications of bullying and how to deal with them.</p> <p>(Regulation 11 (1)(a)(b)(c) (2)(a)(xi)(xiii))</p>	31 December 2022
<p>The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received into the children's home.</p> <p>(Regulation 23 (1))</p>	31 December 2022
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>there is any other incident relating to a child which the registered person considers to be serious.</p> <p>(Regulation 40 (4)(e))</p>	20 November 2022
<p>The registered person must complete a review of the quality of care provided for children ("a quality of care review") at least once every 6 months.</p>	31 December 2022

In order to complete a quality of care review the registered person must establish and maintain a system for monitoring, reviewing and evaluating—

the quality of care provided for children;

the feedback and opinions of children about the children's home, its facilities and the quality of care they receive in it; and

any actions that the registered person considers necessary in order to improve or maintain the quality of care provided for children.

After completing a quality of care review, the registered person must produce a written report about the quality of care review and the actions which the registered person intends to take as a result of the quality of care review ("the quality of care review report").
(Regulation 45 (1) (2)(a)(b)(c) (3))

Recommendations

- The registered person should ensure that the home's statement of purpose (regulation 16 and schedule 1) is developed and kept under review. ('Guide to the Children's Homes Regulations, including the quality standards', page 14, paragraph 3.5)
- The registered person should have a workforce plan that can fulfil the workforce related requirements of regulation 16, schedule 1 (paragraphs 19 and 20). The plan should be updated to include any new training and qualifications completed by staff while working at the home, and used to record the ongoing training and continuing professional development needs of staff, including the home's manager. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.8)
- The registered person should ensure that all children's case records are kept up to date, including their risk assessments. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.3)

Information about this 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: SC423753

Provision sub-type: Residential special school

Registered provider: Ruskin Mill Trust Limited

Registered provider address: Ruskin Mill, Mill Bottom, Old Bristol Road,
Nailsworth, Gloucestershire GL6 0LA

Responsible individual: Sarah Marshall

Registered manager: Rosemarie Hull

Inspectors

Rachel Ruth, Social Care Inspector

Carol Jagger, 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