

1252023

Registered provider: T-Junction Children's Services Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and operated by a private provider. It is registered to provide care for up to three children with learning disabilities.

The manager is registered with Ofsted and is suitably qualified and experienced.

Inspection dates: 14 and 15 June 2023

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 31 January 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
31/01/2023	Full	Good
25/10/2022	Full	Inadequate
15/06/2021	Full	Good
23/10/2019	Interim	Sustained effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

Children's overall experiences and progress are good. A social worker said, 'It's a fantastic placement, so nurturing, and [name of child]'s development has come on leaps and bounds.'

Children's education is personalised to their individual needs, and they have good educational attendance. Children are making good progress with their education, and staff communicate effectively with education staff. A schoolteacher commented, '[Name of child] is working above age-related expectation, and his progress is exceptional.' This provides children with a structure to their day and routine, which supports children to make progress in all areas of their development.

The home is warm, welcoming and decorated to a good standard. Children's bedrooms are personalised and reflect their interests. Photos of the children and their families are displayed around the home, and this contributes to the homely feel.

Children have positive relationships with staff. The staff know the children very well. Children who are unable to share their wishes and feelings verbally are supported by staff with alternative communication methods. Staff understand the needs of the children, and this helps children to feel cared for and understood.

Staff recognise the value to children of maintaining family relationships. They support children to spend time with family and other people who are important to them where this is safe and in children's best interests. This means children maintain very important relationships with those close to them, and it also helps children maintain their sense of identity.

Staff support children to access a variety of activities outside of school that are in line with children's interests. One child said, 'It's good living here,' and went on to share how they enjoy all the activities they undertake. Activities provide children with opportunities for new experiences and to develop their hobbies and interests.

How well children and young people are helped and protected: good

The staff rarely resort to physical intervention to manage children's behaviour. The manager and staff support children to help them understand what happens when they use physical intervention. This support is reflective and helps staff update the children's individual risk assessments and ensures that children are kept safe.

Staff support children to develop positive peer relationships, although this is not consistently recorded for all children. Staff help children to understand about bullying and the consequences. Staff show understanding about what other factors might be impacting on how children are feeling and how they display behaviours.

Reassurance and guidance are provided to children from staff after an incident has occurred. This helps children understand more about their feelings and emotions.

When there is a natural consequence required, staff discuss this with children, which helps them understand why. The manager has oversight of natural consequences to ensure they are proportionate. The manager does not always reflect on what staff could have done differently.

The locality risk assessment identifies risks within the local and wider community. The assessment includes how risks are reduced and are then linked to the needs of individual children. This enables staff to provide increased safeguarding support to children.

Children's risk assessments are difficult to read at times, and they do not reflect all known risks. They do not describe how staff can support children when they are struggling with their emotions. It is more difficult for new or agency staff to understand how they can support children's needs effectively. For example, following an incident, one child commented how it was frustrating that staff do things differently to each other. This was the result of information in a risk assessment not being clear enough for staff to follow.

The effectiveness of leaders and managers: good

The manager understands children's individual needs. An external professional said, '[Name of child] is living in a kind and loving home with people who really care about him.' Another professional commented, 'I have found communication really good. If there have been any incidents, I am notified, and they advocate for him well.'

Staff feel supported by managers. One member of staff said, 'From my interview and initial induction to the company I have been impressed with the management team; they have shown professionalism and integrity in all areas.'

Supervision meetings are regular and supportive. The agenda includes discussion on staff welfare, individual needs of the children and any other work-related issues. However, discussions during supervision sessions do not consistently promote reflection on what staff could do better.

The manager and deputy manager are verbally reflective about the positive progress made for children and in identifying areas for ongoing improvement. The most recent quality of care review completed by the manager misses opportunities for children's views and external feedback to be included. Monitoring and oversight by managers are taking place but are inconsistent. This reduces the manager's understanding of the strengths and development opportunities for the home.

Newer staff speak positively about the induction programme. Some staff have not completed mandatory training and additional training specific to the individual needs of the children. The workforce development plan is basic. It does not link the

training needs of the staff to help them provide the best support and care to the children. This does not ensure that staff have all the necessary skills to support children's individual and complex needs.

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 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 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>understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person;</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)(a)(i)(v)(b))</p> <p>This specifically relates to risk assessments that are clear, concise and support staff to understand how they can help keep children safe.</p>	10 August 2023

Recommendations

- The registered person should reflect on oversight and internal monitoring to ensure continuous improvement. ('Guide to the Children's Homes Regulations, including the quality standards', page 55, paragraph 10.24)
- The registered person should have a workforce development plan that details agreed timescales for staff to complete core training that is tailored to meet the individual needs of the children. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.8)

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: 1252023

Provision sub-type: Children's home

Registered provider: T-Junction Children's Services Ltd

Registered provider address: 27 The Pastures, Narborough, Leicester LE19 3DS

Responsible individual: Timothy Clare

Registered manager: Susan Bird

Inspectors

Kathryn Hurley, Social Care Inspector

Kay Challand, Social Care Inspector

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