

1263124

Registered provider: Autonomy Plus Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private organisation. It provides care for up to five children with learning disabilities and additional needs. At the time of the inspection, five children were living at the home.

The registered manager has been in post since December 2022.

Inspection date: 6 December 2023

This monitoring visit

This monitoring visit was carried out due to several complaints, allegations and cases of whistle-blowing made to Ofsted regarding staff practice. This visit took place to review the quality and outcome of investigations into these concerns.

Four investigation reports were reviewed. One of these was of an appropriate quality, however, the other three were not. These lacked evidence of leaders and managers taking sufficient action to assure themselves of the validity of the issues raised. Each investigation should be reviewed and reinvestigated. Out of a team of 21, six of whom are bank staff, leaders and managers only interviewed five staff, of whom three were the subject of the allegations. The investigation reports do not have a chronology of actions taken, and records of meetings with the five members of staff are limited and do not consistently address all issues raised. When staff have been suspended, suspension letters do not clearly state the reasons for the suspension, which could have led to staff feeling anxious.

Leaders and managers have not assured themselves that actions identified as part of these investigation and shared with staff at a team meeting on 31 October 2023 have been addressed in a timely manner. One example of this is that leaders and managers identified the need for staff to revisit the safeguarding, whistle-blowing and complaints policies and procedures. In addition, leaders and managers have not

carried out individual supervision sessions with each member of staff involved in the issues, or with the wider team, to assure themselves of staff practice or provide an opportunity for staff to raise any concerns.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
22/08/2023	Full	Good
06/09/2022	Full	Requires improvement to be good
30/05/2022	Full	Inadequate
18/10/2021	Full	Requires improvement to be 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, 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 with 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>help each child to understand how to keep safe;</p> <p>have the skills to identify and act upon signs that a child is at risk of harm;</p> <p>manage relationships between children to prevent them from harming each other;</p> <p>understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person;</p> <p>take effective action whenever there is a serious concern about a child's welfare; and</p> <p>are familiar with, and act in accordance with, the home's child protection policies;</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;</p> <p>that the premises used for the purposes of the home are located so that children are effectively safeguarded;</p>	31 January 2024

<p>that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health; and</p> <p>that the effectiveness of the home's child protection policies is monitored regularly.</p> <p>(Regulation 12 (1) (2)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(d)(e))</p> <p>In particular, leaders and managers should ensure that investigations into complaints, allegations or concerns about staff practice are thorough and of good quality. Also, they should ensure that all actions and lessons learned are implemented in a timely manner.</p>	
<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>lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose;</p> <p>ensure that staff work as a team where appropriate;</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</p> <p>ensure that the home has sufficient staff to provide care for each child;</p> <p>ensure that the home's workforce provides continuity of care to each child;</p> <p>understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home;</p> <p>demonstrate that practice in the home is informed and improved by taking into account and acting on—</p>	<p>31 January 2024</p>

research and developments in relation to the ways in which the needs of children are best met; and

feedback on the experiences of children, including complaints received; and

use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(b)(c)(d)(e)(f)(g)(i)(ii)(h))

In addition, leaders and managers should ensure that staff subject to complaints or allegations, and the wider staff team, receive appropriate supervision.

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: 1263124

Provision sub-type: Children's home

Registered provider: Autonomy Plus Limited

Registered provider address: 67 Roundpond, Melksham, Wiltshire SN12 8EB

Responsible individual: Nicholas Faulkner-Elliott

Registered manager: Michael Evans

Inspector

Wendy Anderson, Social Care Inspector

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