

1231458

Registered provider: Sherlock Healthcare Services Ltd

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned and provides care for up to four children with complex needs or who have had adverse early childhood experiences. The registered manager post has been vacant since July 2023. The operational managers and senior residential care worker have daily oversight of the home.

Inspection date: 1 February 2024

Date of last inspection: 16 August 2023

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Information about this inspection

At this inspection, the inspector evaluated:

- the care of children
- the safety of children
- the effectiveness of leaders and managers.

The inspector has looked closely at the experiences and progress of children, using the social care common inspection framework. This assurance 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'.

Findings from the inspection

We did not identify any serious or widespread concerns in relation to the care or protection of children at this assurance inspection.

At the time of the inspection, three children were living in the home. The inspector talked with one child during the inspection, as the other two children were not in the home.

One child moved out of the home in a planned way, which was in line with their care plan.

Managers and staff are committed to supporting children to overcome barriers to education. As a result, one child has positively engaged with home tutoring and has started to successfully transition to a school setting after 12 months of not attending school.

Staff and managers are committed to supporting children to experience good health and well-being. Children have access to local health services, and staff source specialist help for children when this is required.

There is a strong and proactive response from staff and managers when children go missing from home or are suspected to be at risk of exploitation. The managers now ensure that child protection concerns are shared promptly with staff, the placing authority and other professionals involved with children. The managers implement a robust multi-agency approach to safeguard children. A positive working relationship with the police and other agencies is effective in ensuring key information is shared to effectively safeguard and support children.

Risk assessments and safety plans appropriately reflect children's risks and vulnerabilities. Risk management plans provide clear guidelines for staff when there are concerns for children's safety. There was one occasion when a child left the home unauthorised, and staff did not follow the child as set out in the child's risk management plan. This practice could leave children in risky situations.

The managers implement the requirements of statutory guidance and the policies in their statement of purpose when children are missing from home for extended periods. This includes organising multi-agency meetings with a wide range of professionals, such as the police and social workers. The managers are relentless in escalating concerns when they are dissatisfied with the response and actions of the local authority. Managers escalate concerns to the head of the department for the placing local authority when decisions are made that are not in the children's best interests.

The manager and staff are clear about their responsibilities to protect children. The manager has an effective system for recording, reporting and monitoring

safeguarding concerns. This allows the manager to have good oversight of all incidents in the home. Shortfalls in practice can be promptly addressed to ensure that children are receiving the best quality care and are safeguarded.

The managers now ensure that staff receive regular supervision. The quality of the supervision sessions has significantly improved. New starters receive at least two supervision sessions each month in addition to focused support sessions.

Supervision and support sessions focus on safeguarding issues, children's progress, and staff development and well-being. Any training or support needs identified are followed up with an action plan. This practice ensures that children receive care that supports them to make progress and achieve good outcomes.

Safe and robust recruitment processes and practices are in place and adhered to when recruiting new employees. Overseas checks are completed for candidates who have lived or worked abroad. Vetting procedures help to ensure that children are not looked after by unsuitable adults.

All previous requirements and recommendation have been met.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/08/2023	Full	Requires improvement to be good
07/12/2022	Full	Good
10/01/2022	Full	Good
05/12/2019	Interim	Sustained effectiveness

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

Recommendation

- The registered person should specify the procedures to be followed and the roles and responsibilities of staff when a child is missing from care or away from the home without permission. This specifically relates to staff following the guidelines set out in the children's plan when they are absent or missing from home. (Guide to the Children's Homes Regulations, including the quality standards', page 45, paragraph 9.28)

Children's home details

Unique reference number: 1231458

Provision sub-type: Children's home

Registered provider: Sherlock Healthcare Services Ltd

Registered provider address: 20-22 Wenlock Road, London N1 7GU

Responsible individual: Hilton Mutariswa

Registered manager: Post vacant

Inspector

Nateisha Cardoza-Evans, Social Care Inspector

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