

Children's homes – Interim inspection

Inspection date	22/11/2016
Unique reference number	SC461363
Type of inspection	Interim
Provision subtype	Residential special school
Registered provider	The Roman Catholic Diocese of Arundel and Brighton
Registered provider address	Bishops House, The Upper Drive, Hove, East Sussex BN3 6NB

Responsible individual	Anne Sutton
Registered manager	Alan Day
Inspector	Amanda Maxwell

Inspection date	22/11/2016
Previous inspection judgement	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	
<p>This home was judged good at the full inspection. At this interim inspection Ofsted judge that it has declined in effectiveness.</p> <p>Young people continue to be supported by staff to develop their independence and life skills. Staff support young people to prepare meals and complete basic household chores. Young people are encouraged to lead healthy lifestyles, they take part in daily activity and exercise, and eat a nutritious, well-balanced diet. Young people make varying degrees of progress towards greater independence through the input of staff.</p> <p>All young people engage in the waking-day curriculum. Staff support positive transitions into school, with all pertinent information being shared between residential and educational staff. Young people continue to make good progress academically.</p> <p>Staff are trained in the home's preferred behaviour management approach. They support young people through times of anxiety and challenge. They use a variety of de-escalation strategies and seek to avoid the use of physical intervention. When it has been used, it is in its least restrictive form and for the shortest timescale possible. Staff now keep more detailed records following incidents and physical interventions. These still do not provide enough detail to enable reviewers to assess fully the merits of the intervention strategies used.</p> <p>Staff record whether, following a physical intervention, a debriefing is offered to young people or staff. They do not detail what forms of communication are used to enable a young person to engage in this process. Records lack detail about the information gained through a debrief. Staff have not thought through the benefits of gaining this information. There is no evidence to show whether records have been reviewed or monitored. There is no identified learning or review of practice following incidents or intervention.</p> <p>Staff record when a young person sustains an injury during an incident or physical intervention. The records do not detail if any medical attention has been needed or offered. Staff record marks and bruising on body maps, but there is no clear procedure following this. This means that the 'unexplained bruising' remains unexplained, it is simply documented. Although managers and staff may have</p>	

reasonable ideas about how it has arisen, this has not been explored and investigated as required.

Staff support young people to address their basic healthcare needs. The home offers access to a school nurse during term time. This service is not available during school holidays. Staff support young people to access the local medical services during these times.

Staff have responded to some concerns effectively and within required timescales. Records show an evidence trail from instigation through to outcome. Managers have referred and worked collaboratively with others to act on concerns raised. They have not applied this level of scrutiny and action to all concerns raised. One concern had not been referred to the designated officer, another had not been referred in a timely manner and one had incomplete records. Staff have not consistently followed the home's safeguarding policy and procedures.

Staff have identified risks and changes in a young person's behaviour. Plans have not been updated to reflect new risks. Care plans are not robust in detailing what interventions are required to minimise risk. Staff have identified risks associated with sexualised behaviour, but this is not then explored, nor are staff given guidance in risk management plans.

At night time, electronic sensors are used on doors to monitor movement of some young people. Managers initially sought written consent from placing authorities but took absence of a reply as consent, which it is not. These arrangements require better review and oversight.

The manager is appropriately qualified to manage the home. There are systems in place to monitor the quality of care provided. These are not robust and have not identified the areas of weakness. There are gaps in recording and issues have not been addressed. Managers have not acted on the requirements and recommendations set at the previous inspection.

Staff have not applied thorough vetting in their safer recruitment processes. There are inconsistencies in records, and staff have not requested all required references or thoroughly explored previous employment histories.

The independent scrutiny of the home has occurred each month but the reports lack evaluation and analysis. The visitor has not identified or highlighted the concerns with regard to safeguarding.

Senior leaders and managers did not demonstrate a full understanding of the children's homes regulations, and the responsible individual is not conversant enough with these to fulfil all the expectations of the role.

Information about this children's home

This service is a residential special school, registered as a children's home to care for up to 40 children. It is owned by a charity, which also has other services within the grounds. The home is registered for children with learning disabilities, including children who have autistic spectrum disorder and with communication and interaction difficulties. The accommodation is provided in seven separate areas over the site.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
13/06/2016	Full	Good
22/03/2016	Interim	Sustained effectiveness
30/09/2015	Full	Outstanding
25/02/2015	Interim	Improved effectiveness

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

Statutory requirements

This section sets out the actions which must be taken so that the registered person(s) meets 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 protection of children standard</p> <p>(1) The protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>(2) In particular, the standard in paragraph (1) requires the registered person to ensure:</p> <p>(a) that staff:</p> <p>(i) 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>(ii) help each child to understand how to keep safe;</p> <p>(iii) have the skills to identify and act upon signs that a child is at risk of harm;</p> <p>(v) understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person;</p> <p>(vi) take effective action whenever there is a serious concern about a child's welfare; and</p> <p>(vii) are familiar with, and act in accordance with, the home's child protection policies;</p> <p>(b) 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>(e) that the effectiveness of the home's child protection policies is monitored regularly.</p> <p>(Regulation 12 (1)(2)(a)(i)(ii)(iii)(v)(vi)(vii)(b)(e))</p>	<p>01/02/2017</p>
<p>The leadership and management standard</p> <p>(1) The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home.</p> <p>(2) In particular, the standard in paragraph (1) requires the registered person to:</p>	<p>01/02/2017</p>

<p>(c) ensure that staff have the experience, qualifications and skills to meet the needs of each child;</p> <p>(f) 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>(h) use monitoring and review systems to make continuous improvements in the quality of care provided in the home.</p> <p>(Regulation 13 (1)(2)(c)(f)(h))</p>	
<p>The care planning standard regulation</p> <p>(1) The care planning standard is that children:</p> <p>(a) receive effectively planned care in or through the children's home.</p> <p>(Regulation 14 (1)(a))</p>	01/02/2017
<p>Monitoring and surveillance regulation</p> <p>(1) The registered person may only use devices for the monitoring or surveillance of children if:</p> <p>(a) the monitoring or surveillance is for the purpose of safeguarding and promoting the welfare of the child concerned, or other children;</p> <p>(b) the child's placing authority consents in writing to the monitoring or surveillance;</p> <p>(c) so far as reasonably practicable in the light of the child's age and understanding, the child is informed in advance of the intention to do the monitoring or surveillance.</p> <p>(Regulation 24 (a)(b)(c))</p>	01/02/2017
<p>Behaviour management policies and records</p> <p>(3) The registered person must ensure that:</p> <p>(a) within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes:</p> <p>(vii) the effectiveness and any consequences of the use of the measure; and</p> <p>(viii) a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure;</p> <p>(b) within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to</p>	01/02/2017

<p>do so ('the authorised person'):</p> <ul style="list-style-type: none"> (i) has spoken to the user about the measure; and (ii) has signed the record to confirm it is accurate; and (c) within five days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. <p>(Regulation 35 (3)(a)(vii)(viii)(b)(i)(ii)(c))</p>	
<p>Independent person: visits and reports</p> <p>(4) The independent person must produce a report about a visit ('the independent person's report') which sets out, in particular, the independent person's opinion as to whether:</p> <ul style="list-style-type: none"> (a) children are effectively safeguarded. <p>(Regulation 44 (4)(a))</p>	01/02/2017
<p>Employment of staff</p> <p>(4) The registered person must ensure that all employees:</p> <ul style="list-style-type: none"> (a) undertake appropriate continuing professional development. <p>(Regulation 33 (4)(a))</p>	01/02/2017
<p>Fitness of registered provider</p> <p>(7) A responsible individual must:</p> <ul style="list-style-type: none"> (b) have the capacity, experience and skills to supervise the management of the home, or the homes, in respect of which the responsible individual is nominated. <p>(Regulation 26 (7)(b))</p>	01/02/2017
<p>Schedule 2: Information required in respect of persons seeking to carry on, manage or work at a children's home</p> <p>(3) Two written references, including a reference from the person's most recent employer, if any.</p> <p>(4) If a person has previously worked in a position involving work with children or vulnerable adults, verification so far as reasonably practicable of the reason why the employment or position ended.</p> <p>(Schedule 2 (3)(4))</p>	01/02/2017

What the inspection judgements mean

At the interim inspection we make a judgement on whether the home has improved in effectiveness, sustained effectiveness, or declined in effectiveness since the previous full inspection. This is in line with the 'Inspection of children's homes: framework for inspection'.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, young people and their families. In addition the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people who it is trying to help, protect and look after.

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.

This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service 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'.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300123 4234, or email enquiries@ofsted.gov.uk.

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, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It inspects services for children looked after 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 4234, 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 www.gov.uk/government/organisations/ofsted.

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/government/organisations/ofsted

© Crown copyright 2016