

# SC466786

Registered provider: The Beeches UK Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This privately owned children's home provides care for four children with a learning disability, autism spectrum disorder and other associated needs.

The manager registered with Ofsted in June 2020.

Due to COVID-19 (coronavirus), at the request of the Secretary of State, we suspended all routine inspections of social care providers on 17 March 2020.

We last visited this home on 10 December 2020 to carry out an assurance visit. The report is published on Ofsted's website.

### Inspection dates: 2 to 3 June 2021

**Overall experiences and progress of children and young people, taking into account**      **good**

How well children and young people are helped and protected      good

The effectiveness of leaders and managers      requires improvement to be good

The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** 29 October 2019

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

<b>Inspection date</b>	<b>Inspection type</b>	<b>Inspection judgement</b>
29/10/2019	Full	Good
28/01/2019	Full	Good
11/05/2017	Full	Good
10/02/2017	Interim	Improved effectiveness

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

There were four children living at this home at the time of inspection. The children receive individualised support which enhances their opportunities and experiences.

The relationships between the staff and the children are strong and established. The staff have natural and warm interactions with the children that help the children to feel at ease. Despite the restrictions arising from COVID-19, the children benefit from a range of stimulating activities that include cycle rides and shopping trips. Consequently, children are provided with meaningful experiences that support their well-being.

The children make good progress with their independence and self-help skills. The staff help the children to develop these skills using individualised approaches that are adapted to the children's developmental stages. This supports their transitions towards adulthood.

All children attend education regularly. The staff work closely with the children's schools to ensure that the children continue to make progress towards their education targets. The staff offer good support to ensure high levels of attendance. This reduces barriers to children's learning.

The staff and managers support children to spend time with their families. Staff understand family dynamics and build effective relationships with families. In one instance, staff travel a considerable distance to support visits for a child. As a result of the staff's support, children are sustaining relationships with the people who are important to them.

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

The effective implementation of good-quality individual risk assessments actively ensures that children become safer. The staff provide familiar and established routines that help children to feel secure.

When physical interventions have been necessary, the interventions have been short and designed to keep the children safe. The manager checks that staff's responses reflect the child's identified needs and behaviour management plan. This encourages the staff to provide individualised care in a way that best supports the child.

When an allegation was made against a staff member, it was suitably managed. The child was consulted and appropriate referrals were made. This provides assurance that there are suitable systems in place to safeguard the children.

The staff help children to use the internet safely. One child worked alongside staff to write an online safety agreement. This helps children understand what appropriate online behaviour is and supports safe use of the internet.

The management team's oversight of recruitment records for agency staff is not always effective. When the manager's monitoring systems identified shortfalls in records, required actions were not followed up. This has resulted in staff members with known deficits in their recruitment checks working at the home. This does not adequately reduce the potential for unsuitable adults to gain employment at the home.

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

The manager is suitably experienced and holds a relevant level 5 qualification. Management and staff capacity have improved recently with less reliance on the use of agency staff. There is reduced need for permanent staff to undertake overtime hours, although recruitment vacancies remain. However, overall, the staff morale is positive and the staff said that they feel supported.

The quality of internal reviews and external monitoring requires improvement. The independent visitor's report does not include regular consultation with families and placing authorities. The manager's monitoring does not pick up on inaccuracies in the independent visitor's reports. The manager's review of care also fails to consider consultations with children, families and external professionals. These shortfalls reduce the overall capacity of the management team to fully understand the strengths and weaknesses of the home.

A training programme with a range of courses to enhance staff skills is in place. However, not all the courses have been undertaken by the staff team. Important training in autism spectrum disorders and alternative communication systems has not been provided. Given the relative inexperience of staff, this shortfall fails to ensure that all the staff have the necessary skills to support the children's individual needs.

The staff benefit from child-focused supervisions. Regularly used agency staff now receive reflective supervisions. However, one staff member has not received an appraisal within the required timescales. The appraisals for other staff are of poor quality. This limits the staff's opportunity to identify further development areas and suitably reflect on their annual work objectives. This does not ensure that they have the necessary support and guidance that they should have.

The children's records provide clear and detailed evidence of their experiences and progress.

## 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, 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 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>ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b) (2)(c))</p> <p>Specifically, ensure that the staff access training in autism spectrum disorders and alternative communication systems.</p>	<p>30 July 2021</p>
<p>The registered person must recruit staff using recruitment procedures that are designed to ensure children’s safety.</p> <p>The registered person may only—</p> <p>employ an individual to work at the children’s home; or</p> <p>if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home,</p> <p>if the individual satisfies the requirements in paragraph (3).</p> <p>The requirements are that—</p> <p>the individual is of integrity and good character;</p> <p>the individual has the appropriate experience, qualification and skills for the work that the individual is to perform;</p>	<p>30 June 2021</p>

<p>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a)(b) (3)(a)(b)(d))</p> <p>In particular, ensure that agency staff have had the required checks.</p>	
<p>The registered person must ensure that an independent person visits the children’s home at least once each month.</p> <p>When the independent person is carrying out a visit, the registered person must help the independent person—</p> <p>if they consent, to interview in private such of the children, their parents, relatives and persons working at the home as the independent person requires. (Regulation 44 (1) (2)(a))</p>	25 June 2021
<p>In order to complete a quality of care review the registered person must establish and maintain a system for monitoring, reviewing and evaluating—</p> <p>the feedback and opinions of children about the children’s home, its facilities and the quality of care they receive in it; and</p> <p>any actions that the registered person considers necessary in order to improve or maintain the quality of care provided for children.</p> <p>The system referred to in paragraph (2) must provide for ascertaining and considering the opinions of children, their parents, placing authorities and staff. (Regulation 45 (2)(b)(c) (5))</p>	30 July 2021

## Recommendation

- The registered person should ensure that all staff have their performance and fitness to carry out their role formally appraised at least once annually. This appraisal should consider, when reasonable and practical, the views of other professionals who have worked with the staff member over the year and children in the home’s care. (‘Guide to children’s homes regulations including the quality standards’, page 61, paragraph 13.5)

## **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:** SC466786

**Provision sub-type:** Children's home

**Registered provider:** The Beeches UK Limited

**Registered provider address:** 212 Ballards Lane, SBCH House, London N3 2LX

**Responsible individual:** Rebecca Ouellani

**Registered manager:** Jane Twaite

## Inspector

Mark Anderton, Social Care Inspector



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