

SC053529

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 up to five children with a learning disability and/or other complex needs.

The manager registered with Ofsted in May 2022.

Inspection dates: 20 and 21 July 2022

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 **good**

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

Date of last inspection: 28 October 2021

Overall judgement at last inspection: sustained effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/10/2021	Interim	Sustained effectiveness
18/05/2021	Full	Requires improvement to be good
09/10/2019	Full	Requires improvement to be good
06/03/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Two children have moved out and one child has moved into the home since the last inspection. These moves have been well planned. Endings are celebrated and children leave with a photo album to remind them of the special times that they have spent at the home.

Four children were living at the home at the time of this inspection. They are making good progress. Staff take the time to understand the children well and each child has a dedicated staff member available to support them. The children's individual personalities are embraced and celebrated.

Education is valued. The children are achieving high attendance at either the provider's school or an alternative education provision. The manager is proactive and has worked in partnership with other professionals. She has advocated strongly for one of the children to ensure that their education package continued. This collaborative working has supported better outcomes for children.

All the children have detailed, individualised child-centred plans which fully incorporate their views. These plans support the staff to understand every aspect of the child's daily needs, and give clear guidance on the children's likes and dislikes. The plans are regularly updated to ensure that the dedicated staff continue to work effectively.

Children enjoy a good range of activities. They regularly attend a hand cycling club, trips out to parks and going trampolining, swimming and bowling. Some of the children are huge football fans and thoroughly enjoyed being taken to Wembley to see an England game. Such activities increase children's social skills and confidence.

Staff encourage the children to spend time with the people who are important to them. A parent said, 'The staff are very good. They always support if I feel it is needed. I follow the routines that the staff have with my child because they work. My child has progressed 100% since being at the home. The change is absolutely amazing.'

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

Children are safe in this nurturing environment. Staff know the children well and trusting relationships are evident. A social worker said, 'The staff really care about the child. They provide consistency and keep him safe. The manager is a very good advocate for the children. The child is very happy living in the home.'

All staff have completed safeguarding training including safeguarding disabled children. Staff understand the increased vulnerabilities of children with complex

communication needs and act on any concerns. Professionals and parents agree that the staff safeguard the children well.

There have been no incidents of children going missing from the home, no complaints and no safeguarding incidents since the last inspection.

Physical intervention is used for safety reasons and only as a last resort. The incidents are recorded promptly, children's views are gained and staff receive debriefs. However, on several occasions the manager and deputy managers involved in the incidents completed the debrief with staff and obtained the child's view. This lack of independent scrutiny potentially compromises the integrity of the review.

Each child has a comprehensive behaviour management plan and detailed individual risk assessments. Following an incident, staff update the behaviour management plan to show any change in behaviour. This guides staff on actions to take to reduce recurrence. However, the individual risk assessments have not always been updated as promptly. This means that there have been delays in re-evaluating changes to the level of risk.

The effectiveness of leaders and managers: good

The provider made changes to the management structure at the home shortly after the last inspection. The new manager transferred over from one of the provider's other homes, and three deputy manager positions have been created.

The manager is experienced, knowledgeable and suitably qualified. She is well supported by the deputy managers. The management team is ambitious for the children and ensures that children are given consistent routines in a homely environment. Staff are complimentary about the manager and are proud of the improvements that have been made.

Staff are all now receiving good-quality supervision and annual appraisals. This ensures that practice is regularly monitored, that staff feel valued and their professional development is promoted.

The staff receive training that equips them with the knowledge that is required to work with the children effectively. All staff have completed the organisation's mandatory training and are supported to gain a suitable level 3 qualification.

The managers and staff have developed good relationships with professionals and parents. A child's parent said that the staff are amazing, that the level of communication is faultless and described the care provided as fantastic.

The manager has a clear development plan for the home. This includes continued improvements to the home environment. Since the last inspection, several of the rooms have been refurbished to a high standard. Conversations and meetings are held regularly to ensure that the children are fully included in this process. The home is now decorated in the colours that the children have chosen.

The manager has met the two requirements raised at the last inspection.

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 registered person must ensure that—</p> <p>within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")—</p> <p>has spoken to the user about the measure;</p> <p>has signed the record to confirm it is accurate; and</p> <p>within 5 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. (Regulation 35 (3)(b)(i)(ii)(c))</p> <p>In particular, ensure that any review, debriefing and monitoring of an incident is carried out by people who are not directly involved in the specific incident being reviewed.</p>	<p>26 August 2022</p>

Recommendation

- The registered person should ensure that staff continually and actively assess the risks to each child and the arrangements in place to protect them. In particular, ensure that records are updated following these reviews to accurately reflect the assessed level of risk. ('Guide to the Children's Homes Regulations, including the quality standards', page 42, paragraph 9.5)

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: SC053529

Provision sub-type: Children's home

Registered provider: The Beeches UK Limited

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

Responsible individual: Rebecca Ouellani

Registered manager: Jane Twaite

Inspector

Lynne Drage, Social Care Inspector

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