

2686855

Registered provider: J24 Resourcing Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned. It is registered to provide care for up to three children with emotional and social difficulties.

The home is led by a registered manager.

Inspection dates: 6 and 7 June 2023

Overall experiences and progress of children and young people, taking into account **requires improvement to be good**

How well children and young people are helped and protected **requires improvement to be good**

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

The children's home is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

Date of last inspection: not applicable

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: none

Recent inspection history

Not previously inspected

Inspection judgements

Overall experiences and progress of children and young people: requires improvement to be good

This home was first registered in January 2023. At the time of this inspection, there were no children living at the home. One child had a short placement which did not have a positive ending.

The child's care plan was updated regularly and gave clear direction to staff. However, staff did not always follow the plan. This meant that there were some significant incidents.

The child was not in education, employment or training. Staff encouraged the child to take part in activities to keep them occupied. These were based on the child's wishes and feelings. However, activities were not linked to education or progress towards independence skills. Therefore, the child was not helped to learn.

The child's health needs were met. Staff supported the child to take exercise, such as swimming, going to the gym and horse riding. Staff encouraged the child to eat healthily. The staff team worked with health professionals to improve the child's mental health. As a result, the child made good progress with their health and well-being.

The child was helped to maintain positive relationships with family members. Staff supported regular time for the child with their family and gave additional support to enable the child to spend time with friends.

Staff held individual support sessions with the child. These covered a range of topics relevant to the child. These included going missing from care, safeguarding and general well-being. The sessions were recorded and signed by the child. This meant that the child had the opportunity to share their views.

How well children and young people are helped and protected: requires improvement to be good

The child's risk assessment was detailed and reviewed regularly. There were specific actions identified to reduce risk. However, staff did not always follow the guidance. This led to some significant incidents.

Records of incidents involving the child have improved. There was always an opportunity for the child to discuss and reflect on incidents. However, there were delays in staff recording incidents and in the manager's oversight. Therefore, staff have not been supported to learn from incidents and develop their practice.

There was a clear plan of action when the child was missing from care. Staff were proactive in looking for the child and reported incidents of going missing to the

police when appropriate. A social worker said that the number of missing incidents had reduced while the child was at this home.

Some incidents of behaviours that were unsafe required the use of physical intervention. Staff used de-escalation techniques well and only held the child when necessary. The child was given an opportunity to reflect and provide comments after all incidents. This meant that the child was able to express their views.

The staff were resilient and built trusted relationships with the child. There were good working practices with other professionals involved in the child's life. A social worker said, 'Communication was brilliant.' Therefore, the child was helped and supported by a consistent team.

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

The manager does not monitor the home effectively. There is no quality assurance system in place. Although there is a comprehensive induction programme, the manager does not oversee this. There is no evidence of management oversight of staff practice. As a result, the manager does not have a good understanding of strengths and areas for development.

The manager has not ensured that the home's statement of purpose is up to date. The document does not include details of the qualifications and experience of staff. The manager has not sent revised copies of this document to Ofsted in line with regulation.

The manager ensures that staff complete mandatory training during the induction period. The management team has identified gaps in important areas of training, including child sexual and criminal exploitation and online safety. Staff were not trained in a specific behaviour management style as advised in the child's risk assessment. Staff are not trained in important areas to help and protect children.

The manager has regular supervision meetings with staff. However, they do not provide effective challenge to help staff develop their practice. This does not give staff the opportunity to reflect on the needs and experiences of the child.

Staff say they like working in this home. They feel well supported by the manager and senior managers. One member of staff said, '[Name of manager] is a very good listener and a very good manager.' There has been a consistent staff team since the home opened. Staff feel valued and enjoy their work.

The manager works well with the responsible individual. They are committed to their roles, the team and supporting children. The managers use independent visitor reports to make improvements to practice. They are keen to learn and develop and have high aspirations for the staff and children.

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 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 promotes their welfare.</p> <p>In particular the standard in paragraph (1) requires the registered person to—</p> <p>use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(h))</p> <p>This relates specifically to the manager having oversight of all significant incidents and having monitoring systems in place to ensure quality of care.</p>	1 August 2023
<p>The registered person must—</p> <p>keep the statement of purpose under review and, where appropriate, revise it; and</p> <p>notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (3)(a)(b))</p> <p>This specifically refers to any revised statement of purpose being submitted to HMCI within 28 days.</p>	1 September 2023

Recommendations

- The registered person should ensure that the behaviour management strategy is understood and applied at all times by staff and is kept under review and revised where appropriate. (‘Guide to the Children’s Homes Regulations, including the quality standards,’ page 46, paragraph 9.34)

- The registered person should ensure that where children placed in a home are not participating in education because they have been excluded or are not on a school roll for some other reason, the registered person and staff work closely with the placing authority so that the child is supported and enabled to resume full-time education as soon as possible. In the interim, the child should be supported to sustain or regain their confidence in education and be engaged in suitable structured activities. ('Guide to the Children's Homes Regulations, including the quality standards', page 28, paragraph 5.15)
- The registered person should have systems in place so that all staff, including the manager, receive supervision of their practice from an appropriately qualified and experienced professional, which allows them to reflect on their practice and the needs of the children assigned to their care. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.2)

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: 2686855

Provision sub-type: Children's home

Registered provider: J24 Resourcing Ltd

Registered provider address: J24 Resourcing Ltd, Unit 3, Burley House, Rowditch Place, Derby DE22 3LR

Responsible individual: Irene Mutinda

Registered manager: Sandra Mugadza

Inspectors

Shaun Caplis, Social Care Inspector

Alli Tandy, Social Care Inspector

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