

REPORT FOR THE
INDEPENDENT VISITING SERVICE
April 2021 - March 2022
Kim Murray, Rachael Powis
Regulation 44 Visitors

Basis of report

This report is being prepared in order to provide the Corporate Parenting Panel with an update of the work of the Independent Visitor. The scope of this report covers the period from 1st April 2021 to 31st March 2022.

Introduction

Part six, regulation 43 of the Children's Home Regulation 2015 makes provision for the appointment of an Independent Visitor. There remains an expectation that the appointment of an Independent Visitor will continue to be the responsibility of the Local Authority, with clear guidance being offered as to the criteria which must be met in terms of ensuring the visitor's independence is clearly demonstrable. The visits continue to be required to be made on a monthly basis.

Within the regulations it is expected the Independent Visitor will report on the quality standards in specified areas. These can be summarised as follows:-

- (a) the quality and purpose of care standard (see regulation 6);
- (b) the children's views, wishes and feelings standard (see regulation 7);
- (c) the education standard (see regulation 8);
- (d) the enjoyment and achievement standard (see regulation 9);
- (e) the health and well-being standard (see regulation 10);
- (f) the positive relationships standard (see regulation 11);
- (g) the protection of children standard (see regulation 12);
- (h) the leadership and management standard (see regulation 13);
- (i) the care planning standard (see regulation 14).

The Independent Visitor continues to be expected to provide a report following each visit. Part six, regulation 44 of the Children's Homes Regulations provides for the reporting of the standards.

The Regulation 44 report maintained its format providing a succinct summary of the homes under the signs of safety headings and there remains the inclusion of the recommendations section to ensure there is clarity in prioritising areas for immediate action where these are identified during visits.

Covid 19 Pandemic

Visits between April 2021- March 2022 were undertaken in person where this has been possible. There have been some instances where in person visits have not been possible due to COVID contracted within some homes, or Independent Visitors self-isolating and where an in-person visit would potentially compromise the safety and wellbeing of the young people and staff members. Where this has occurred, this has been referenced within individual reports. In these instances, Independent Visitors have been able to use technology such as video calls to view the homes, meet with children and staff, attending handovers etc. However virtual visits have been avoided wherever possible with the Independent Visitors being flexible and re-scheduling visits after isolation periods where this has been possible within the calendar month to ensure compliance against the monthly visiting schedule. This has meant that there have been no visits out of timescales over the course of the last year.

Over the last year the homes continued to operate robust and stringent guidelines to ensure that all visits are safe in line with government and Local Authority guidance as these changed throughout the course of the year. This meant that initially COVID booking forms were completed by the Independent Visitor and sent to the home prior to any visits which asked a set of questions about the Independent Visitors COVID status, their contact with others and personal details to aid the Governments Test and Trace service. The booking forms were retained by the homes for a period of time to aid any potential Contact and Trace Service contact, after which time they were destroyed on the basis that these contain personal and not business contact details for visitors. Upon arrival at the home the questions were asked again, and the Independent Visitors temperature taken safely at distance and recorded prior to them being physically allowed on the premises. As restrictions have eased so has the guidance followed by the Independent Visitors although some homes continued to require more robust measures due to either the nature of the home or the children there.

Independent Visitors continued to frequently sanitise their hands throughout their visits and where face masks were mandatory used these.

Despite all of the protective measures in place, some homes across the county have experienced outbreaks of COVID cases. Other homes have experienced individual cases in staff and young people.

Positively, these have been managed effectively and in a timely manner. Managers have worked closely with Public Health and senior managers. This has involved timely risk assessments, strategic planning and mass testing within the homes. Where young people have been isolating in their individual rooms, staff members have fully supported them through this period. Many of the regulation 44 reports highlight that the young people said that they felt well supported and cared for during this difficult time for them.

The Independent Visitor

From April 2021, Regulation 44 visits continued to be undertaken by three Independent Visitors: Kim Murray, Cheryl Govier and Rachael Powis who shared the visiting duties to the 7 homes and the two supported living schemes in Grantham and Gainsborough which provide accommodation for young people aged 16-18 for a period of up to nine months. Both accommodations are inspected under the Regulation 44 process however this is 'a lighter touch' exercise every 4 months. Whilst this is not mandatory, the Local Authority commit to this as part of their quality assurance process.

The Independent Visitors have continued to maintain positive working relationships with care home managers, staff, and young people. They continue to develop relationships with the new homes managers that have been appointed since the report was completed.

There has been a change in the Independent Visitors with the reviews now sitting within the LADO Team, this still remains within the Quality and Standards Service.

The Independent Visitors speak with key stakeholders including the young people, parents, social workers, health and education partners and other relevant individuals to gain a holistic appraisal of the homes.

There has been no need to implement the dispute resolution procedure since the last report was completed, however there has been positive communication between the Independent Visitors and regulated services to resolve arrangements for delivering the inspections during the Covid pandemic. There has been regular communication between senior management and this has enabled a revised approach to be agreed to resume safe visits.

Home Manager Update

Since April 2021 there have been a number of changes to the management of the homes. The Registered Manager from Eastgate has now moved into the newly created post of Senior Residential Lead with oversight over all homes other than the Secure Unit and supported accommodation. The Assistant Manager being successful in getting the Manager post at Eastgate, whilst an RCO 3 was successful in getting the Assistant Manager role.

The Home Manager of Haven Cottage retired, and the Assistant Manager has left the home, both these posts were successfully recruited to.

The Manager of Northolme was seconded to be the interim appointed Home Manager of Albion Street, the Assistant Manager of Northolme has stepped up to be the interim appointed Home Manager of Northolme. A Practice Advisor from Quality and Standards moved to Albion St to become the Assistant Manager and has recently been appointed as Homes Manager, and an Assistant Manager has been appointed to the home.

The Home Manager for Strut House has been off for a period of time due to illness, the Assistant Manager of Strut House is currently acting as the Home Manager.

Rowston and Denton had a new manager appointed in May 2021 and a new assistant manager appointed in July 2021.

Although there have been a number of changes in the management of some of the homes, this has been managed successfully with staff and young people responding well to the changes and shown a commitment by the Authority to respond to changing circumstances and address need where it has arisen.

The voice of the child

All of the homes have had to adapt their processes and practice to ensure that young people's voices have been heard throughout the Covid lockdown and to promote contact between children and their families and professional support network. This has resulted in an increased use of alternative electronic resources to facilitate visits and telephone contact and the implementation of risk assessments.

The Independent Advocate visits had been virtual during lockdown and for a period of time afterwards, however these have now returned to monthly face to face visits. There has been ongoing discussion regarding their role and responsibilities and the production of a report for the home.

Member visits to the homes has been sporadic across the homes, with some homes having been visited whereas others have not.

The homes continue to offer the young people a regular young people's meeting each month or 'Chill and Chat'. These meetings are used as an opportunity for the young people to become involved and have a say in how the home is run and for discussions around the important things that affect them. This has been used effectively to involve them in matters such as arranging activities and encouraging them to become involved in the redecoration of their home, often choosing colour schemes and furnishings as examples. The meetings have also at times taken a restorative approach and the young people have been engaged in discussing peer relationships and resolving some of the challenges that surround a number of young people living together.

One thing that should be noted is that the opportunity for young people's anonymous feedback is varied between the homes.

During the Independent visits, the young people are always offered an opportunity to speak with their visitor on their own, with a peer or just in naturally occurring situations. As the restrictions have changed the Independent Visitors have been able to stay for the evening meals (where a safe social distance can be maintained) and this has promoted a more "natural" way of engaging with the young people. Overall, the young people across the homes say that they feel supported and feel heard.

For those young people who have had a Child in Care review, Independent Visitors have found strong evidence that they have been supported to complete their consultation documents prior to their review and on many occasions individual direct work has been completed to help them consider their views prior to their review. Feedback from Independent Reviewing Officers is often sought and this has been positive with them stating that their young people are fully supported to attend their review by their key worker and helped to ensure their voice is heard.

All of the homes continue to promote display boards that celebrate the children through 'Voice of the child', 'You said we did' or creative displays. There is also an increased use of photographs to evidence the young people's input and some of the homes are using newsletters and monthly Junior Journals to share information.

It has been particularly evident within the homes that have children with disabilities that the myriad of photographic displays really helps to portray the young people's voices through their facial expressions and engagement with their peers and staff members. This is especially important given that their use of the verbal word is often limited due to their communication and additional needs. Within the disability homes the young people have communication sheets within their files. This evidences their preferences, likes and dislikes and is often accompanied with pictorial symbols that they can point to for ease of expression.

The young people are encouraged to become involved in meal planning and within the homes the menus each week are set by the young people themselves (within the parameters of promoting a healthy and balanced diet). For those with communication needs, again, pictures are used to help them identify and point to their preferences.

There are many examples of how the young people's voices have been captured and heard such as the Secure Unit where exit questionnaires are regularly used to gain their feedback on the care they received and the Health Team now review the young people's views as standard in their meetings ensuring that their voices are considered in the various aspects of their lives.

Quality of care

The children within the homes generally continue to receive a good, and in some homes excellent, quality of care.

However, it has continued to be a challenging time for Albion Street, the Ofsted Assurance visit on 21st and 22nd April 2021 found the home to be inadequate in some areas despite the ongoing progress made by the home. At the time of the visit the Ofsted inspectors were concerned over the lack of progress being made and a restrictive accommodation notice was made which outlined that the Local Authority could not accept any further young people for the duration of the notice and until such improvements were made. The inspectors found concerns over the home's Leadership and Management and its ability to safeguard the young people.

A full inspection was carried out by social care regulatory inspectors, Sarah Orriss and Andi Lilley-Tams, on 8 and 9 June 2021, with a monitoring visit taking place on 11 August 2021. The purpose of the monitoring visit was to check progress against a compliance notice which was issued following the inspection that was carried out on 8 and 9 June 2021. The compliance notice was issued to address shortfalls in leadership and management within the home.

Since this time the home has put in place an action plan to address these issues and has positive progress in these areas as well as the care of the children.

There have been some significant challenges for some care homes regarding the ongoing recruitment of staff at a variety of levels, from RCO1 upwards. However, the homes have embraced these challenges and recruitment has been on going where necessary. The Independent Visitors have found good evidence in homes of new staff being supported and inducted into their new roles.

The new Senior Residential Lead has started to implement a county wide recruitment process that encompasses all homes in order to recruit effectively and manage changing demands across the residential estate

Across the homes, staff and managers have been flexible in covering staffing vacancies, going the extra mile to ensure that young people's daily activities and routines aren't compromised.

Training remains a priority within the homes, and whilst there was some initial disruption caused by the impact of COVID, training has continued to be a mixture on online e-learning, virtual and face to face. The homes have continued to commission specialist training, and example of this is medication training at The Beacon as well as ensuring consistency of training through the Homes Managers Meetings.

The Homes Managers continue to promote training across all existing and newly recruited staff, both in terms of mandatory, personal development goals, home needs and accredited training (QCF).

All the homes have continued to participate in multi-agency partnership working, with Health, Police, Schools, Social Care and other agencies, with continued monthly meetings and ad hoc communications. This has moved to some in person meetings, with some being hybrid. The homes have adapted extremely well to the new ways of working throughout the pandemic and the subsequent easing and removal of restrictions.

Across the homes staff continue to attend EHCP and EPEP meetings and have responded well to supporting the children and young people who have had to remain at home during the lockdown period. As outlined within this report, the homes have been flexible in their approach in order to minimise the impact on the young people's routines and stability. The homes continue to provide a range of learning opportunities for the young people according to their individual needs.

The homes continue to follow their scheme of decoration to ensure that they maintain the current quality of the fabric of buildings. The autism colours are being used throughout some of the homes, which is intended to bring a sense of calmness and ease to the environment. They continue to engage the young people in this with examples of meetings being held to discuss this, mood boards being created and the young people being offered trips out to help purchase furnishings of their choice wherever safe and possible.

There has been a varied approach to in-house craft activities, and outside trips by the homes, depending on the restrictions at the time. Homes have moved to having activities into the home, these have included; the sensory bus, Rhubarb Theatre Company, Positive Futures, Sound Lincs and LUSH sensory sessions.

One of the most important priorities for young people is maintaining their sense of identity and links with their families and significant people in their lives. Since restrictions have eased, children have recommenced visits to family members, trips away and activities outside of the home. This only being interrupted by children or family members catching COVID or the providers being unable to staff an activity. There has been continuous evidence of children's care plans being progressed in relation to their family time.

The homes have promoted sibling relationships, demonstrating good communication with family members, Social Workers and other homes. This has been particularly positive in three homes where siblings live in different homes. The use of video and telephone calls has been widely promoted as has sending cards and letters.

There have been many examples over the last year where the homes have been actively promoting independence in young people in support of their next steps to independence or move on from the home. Some examples have been around train training, joint visits with siblings that has included shopping and budgeting. Transitions out of the home onto other providers has been very positive, after some challenges this has been particularly well demonstrated by the Beacon. Homes have shown their commitment to their young people through continued support once young people move to independence.

Social Pedagogy and Restorative Practice

Social Pedagogy (SP) and Restorative Practice (RP) continues to develop across the homes and is delivered and recorded to different extents with some homes practice being more embedded than others. However, feedback from the Independent Visitors has been heard and acted upon and it has been noticeable that the range of alternative models used is developing. SP is important as it essentially assists the young people to engage in activities and conversations about the important things that happen within their lives. It aims to make the connections between their 'hands', 'hearts' and 'head', supports social and emotional learning, develops resilience and social skills. This way of working also promotes the young people to consider their own views and how to express these in pro social ways.

New staff that join the teams continue to access the training at hand and also engage with support within the teams through the home champions to ensure the practice is embedded and they grow in confidence and skill. SP continues alongside RP to reflect on daily activities and providing a structure for focussed work with the young person following an incident.

This is still developing in each home and it is fair to say that the homes are at different stages of development in terms of implementing restorative practice. Its use is being aligned with the young person's targets and care plans in order to embed this into the day to day interactions with staff and activities.

There is now a much clearer link between SP and responses to incidents and a more restorative approach in resolving and managing these incidents. On the whole where an incident takes place there is evidence of the young person's Individual Care Management Plan being updated to reflect this.

Challenges

One of the biggest challenges collectively the homes have faced over the last year has been recruitment of staff. Although measures are coming into place through the Senior Residential Lead and Homes Managers have continued with the recruitment processes, there have been staffing shortages within some of the homes. However, there is no evidence that this has impacted on the care and safeguarding of the children in the homes. Staff have stepped up and covered shifts where necessary and provide excellent care of the young people and where necessary agency staff have been used, many remaining in the same home to ensure consistency.

The Homes Managers have done an exceptional job in responding to the easing of restrictions and the governments road map to post COVID normality and in supporting both staff and young people through this process. Although restrictions have eased the homes have had to continue to rise to the challenge of managing staff absence, young people catching covid and provider variability to minimise disruption to the young people.

Conclusion

Overall, the homes continue to provide good, if not in some instances exceptional, levels of care for the young people in their homes. There have been further concerns raised over the quality of care and leadership at Albion Street and the Local Authority are working proactively to manage this and make the necessary improvements. The Registered Managers have responded robustly to COVID changes in guidance and post lockdown working practices.

Some of the homes continue to face challenges in respect of staffing however the good will and flexibility of staff has positively supported the care of the young people.

There remain on-going developments across the residential estate in respect of social pedagogy and restorative practice and there is evidence of sharing of skills across

practitioners who are coaching less able and developing colleagues. Staff members have been responsive to these opportunities and have embraced these. Independent Visitors have seen first-hand the motivation and commitment across the homes by staff members that have worked in challenging conditions, but nevertheless have continued to go above and beyond to provide the best care and stability they can to the young people.

The staff teams have worked tirelessly with the young people and their families to maintain their links and attachments and this has been evidenced in the creative way that family time has been promoted through range of safe opportunities.

All of the reg 44 inspections have identified for each home that they continue to safeguard the children in their care and promote their wellbeing as defined by Regulation 44.4 (a) & (b).

APPENDIX A

Ofsted inspections

All of the children's homes are subject to Ofsted inspection. Each home is subject to twice yearly inspections, ordinarily there will be a full inspection annually followed by an interim inspection approximately six months later.

SECURE UNIT

Full Inspection Visit

Visit dates: 16th -18th November 2021

Previous inspection date: 18th May 2021

Previous inspection judgement: Sustained Effectiveness

Information about this visit

Overall experiences and progress of children and young people, Good

Taking into account

Children's education and learning Requires improvement to be good

Children's health Good

How well children and young people are helped and protected Good

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

The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children’s home that—

helps children aspire to fulfil their potential.

(Regulation 13 (1)(a)(2))

In particular, the registered person should ensure that children’s participation in education is promoted and that leaders and managers have effective oversight of this.

Recommendations

■ □ Staff should be familiar with the home’s policies on record keeping and understand the importance of careful, objective and clear recording. Information about the child must always be recorded in a way that will be helpful to the child. In particular, ensure that the quality of records relating to group work and direct work with children is improved. (‘Guide to the children’s homes regulations, including the quality standards’, page 62, paragraph 14.4)

■ The registered person should ensure that any placing authority provides complete and current plans for each child, including care plans and personal education plans. (‘Guide to the children’s homes regulations, including the quality standards’, page 56, paragraph 11.5)

■ The registered person should ensure that children are encouraged by staff to see the home's records as 'living documents', supporting them to view and contribute to the record in a way that reflects their voice on a regular basis. In particular, ensure that children's views are recorded in their care and support plans. ('Guide to the children's homes regulations, including the quality standards', page 58, paragraph 11.19)

■ Healthcare professionals work closely with staff across the secure setting in caring for children to achieve the best possible health outcomes. In particular, leaders and managers should facilitate sufficient accommodation to enable healthcare professionals to work alongside care staff, in order to effectively meet children's health needs. ('Healthcare Standards for Children and Young People in secure settings June 2019', page 12, paragraph 1.3.2)

■ The ethos of the home should support each child to learn. In particular, leaders and managers should ensure that children receive impartial careers guidance to help them to prepare for their next steps in education, employment, or training. This recommendation is repeated from the full inspection November 2020 ('Guide to the children's homes regulations, including the quality standards', page 29, paragraph 5.18)

■ The ethos of the home should support each child to learn. In particular, leaders and managers should ensure that the starting points and learning support the needs of children are identified accurately and in a timely way when they arrive at the home. Staff should use this information to plan interesting and challenging learning activities. ('Guide to the children's regulations, including the quality standards', page 29, paragraph 5.18)

■ The ethos of the home should support each child to learn. In particular, leaders and managers should recruit staff so that the home can offer a full, balanced curriculum. ('Guide to the children's regulations, including the quality standards', page 29, paragraph 5.18)

Eastgate

Current Ofsted rating of the home from the last inspection: Outstanding

Inspection dates: 27th and 28th January 2020

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

How well children and young people are helped and protected **Outstanding**

The effectiveness of leaders and managers

Outstanding

The children's home provides highly effective services that consistently exceed the standard of good. The actions of the children's home contribute to significantly improve outcomes and positive experiences for children and young people who need help, protection and care.

Albion Street

Date of Last Inspection: 8 and 9 June 2021 with a monitoring visit taking place on 11 August 2021.

A full inspection was carried out by social care regulatory inspectors, Sarah Orriss and Andi Lilley-Tams, on 8 and 9 June 2021, with a monitoring visit taking place on 11 August 2021. The purpose of the monitoring visit was to check progress against a compliance notice which was issued following the inspection that was carried out on 8 and 9 June 2021. The compliance notice was issued to address shortfalls in leadership and management within the home. The following recommendations were made following the visit on 11 August 21:

Requirement	Due date:
<p>The health and well-being standard is that - the health and well-being needs of children are met; children receive advice, services and support in relation to their health and well-being; and children are helped to lead healthy lifestyles. (Regulation 10 (1)(a)(b)(c))</p>	<p>9 September 2021</p>
<p>The protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>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; and</p> <p>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>(Regulation 12 (1) (2)(a)(i)(b))</p> <p>In particular, this relates to children’s risk assessments being maintained and updated to reflect current risk factors and robust management oversight of incidents and events in the home.</p>	<p>9 September 2021</p>
<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 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 ensure that staff have the experience, qualifications and skills to meet the needs of each child;</p> <p>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; and use monitoring and review systems to make continuous improvements in the quality of care provided in the home.</p> <p>(Regulation 13 (1)(a)(b) (2) (c)(f)(h))</p>	

Northholme

Last Ofsted inspection dates: 9th and 10th December 2021.

Overall experiences and progress of children and young people: **Good**

Taking into account,

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: 11th February 2020

Overall judgement at last inspection: **Good**

Enforcement action since last inspection: none

Requirement	Due Date
<p>The protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each</p>	17 January 2022

<p>child from avoidable hazards to the child's health. (Regulation 12 (1) (2)(d))</p> <p>In particular, this relates to the safe storage of potential hazards in the home and ensuring that cigarette lighting materials are removed.</p>	
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Strut House,

Inspection dates: 9 and 10 November 2021

**Overall experiences and progress of children and young people,
Outstanding**

taking into account,

How well children and young people are helped and protected **Good**

The effectiveness of leaders and managers **Outstanding**

The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 6 January 2020

Overall judgement at last inspection: **Outstanding**

Requirement	Due date
<p>The registered person must ensure that— 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— the effectiveness and any consequences of the use of the measure; within 48 hours of the use of the measure, the</p>	<p>1 January 2022</p>

registered person, or a person who is authorised by the registered person to do so ("the authorised person")— has spoken to the user about the measure; and has signed the record to confirm it is accurate. (Regulation 35 (3)(a)(vii)(b)(i)(ii)) This specifically relates to management oversight of the use of restraint, staff and child debriefs and evaluation of incidents involving the use of restraint.

Haven

Inspection dates: 7 and 8 December 2021

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.

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

The protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure—
that staff—
assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if

20th January 2022

<p>necessary, make arrangements to reduce the risk of any harm to the child; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; 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; that the effectiveness of the home's child protection policies is monitored regularly. (Regulation 12 (1)(2)(a)(i)(v)(b)(e)) This specifically relates to the recording and reporting procedures for any safeguarding concerns.</p>	
<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— 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— ensure the staff have the experience, qualifications and skills to meet the needs of each child; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b)(2)(c)(h)) This specifically relates to staff understanding of</p> <p>Safeguarding procedures, administration of medication and management oversight.</p>	20 th January 2022
<p>Restraint in relation to a child must be necessary and proportionate.(Regulation 20(2))</p> <p>This specifically relates to the use of restraint in managing behaviour that is agreed within the behaviour support plan including an assessment of environmental factors.</p>	20 th January 2022
<p>The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medications received into the children's home. (Regulation 23(1))</p> <p>This specifically relates to staff having adequate training and assessment of competencies to minimise risks of medication errors.</p>	20 th January 2022
<p>The registered person must ensure that all employees— receive practice-related supervision by a person with appropriate experience; and</p>	1 st March 2022

<p>have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33(4)(b)(c))</p>	
<p>The registered person must ensure that— 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— details of the child’s behaviour leading to the use of the measure; the date, time and location of the use of the measure;</p> <p>a description of the measure and its duration; details of any methods used or steps taken to avoid the need to use the measure; the effectiveness and any consequences of the use of the measure; 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")— has spoken to the user about the measure; and has signed the record to confirm it is accurate; and 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)(a)(ii)(iii)(iv)(v)(vii)(b)(i)(ii)(c))</p> <p>This relates to records of restraint being completed in a manner that meets the statutory requirement and that the manager reviews and evaluates all incidents of restraint.</p>	<p>20th January 2022</p>