

From: dialogue <news@dialogueltd.co.uk>
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To: Jen Bean
Subject: dialogue - February 2025 - Residential Care Bulletin



Residential Care Bulletin February 2025

dialogue offers lots of support to the residential sector, we regularly review the latest research and publications, and offer a huge variety of training courses to support you and your teams.

In this edition:

- **Ofsted - Regulation 2** - Employment and capacity of RIs and NIs
- **Be part of the residential child care community for Children's Homes** -meetings every Wednesday 1-2pm
- **Safer Internet Day** - 11th February 2025
- **Inspection Top Tips bulletin** – our new weekly bulletin with analysis from live inspection data and suggestions for improvement, together with links to our weekly sessions
- **Research in Practice** - Safeguarding Pressures
- **February training highlight –Managing Allegations** starting on 25th February

- **Cornerstone VR** -the latest AI assisted emmersive training
- **Excellent training** for your independent person, safeguarding lead, RI, NI, RSM, RM and staff with a **new exciting course now live to book!**



Employment and capacity of RIs and NIs

Ofsted have been reviewing their practice around Regulation 2, the requirement for a Responsible Individual to be “a director, manager, secretary or other officer of an organisation”. This is a similar definition to Nominated Individuals in Supported Accommodation under Regulation 2 in that instrument who are “a director of the organisation, or performs the functions of, or functions equivalent or similar to the functions of, a director, by whatever name called in the organisation”.

Some organisations have employed external consultants to cover this role and Ofsted are questioning whether this meets the regulation – some settings have had applications turned down on this basis.

Ofsted’s concerns extend to Regulation 26 of the Children’s Homes regulations (Reg11(5)(b) of Supported Accommodation) as to whether the RI/NI has the capacity to undertake the role. They have found, for example, an RI covering four children’s homes on 1 day a week, which is unlikely to be sufficient. That would be 20 homes for a full

time equivalent and begs the question about cover at other times during the week.

It is worth reviewing your arrangements to ensure named senior leaders have sufficient capacity for the role. While it is possible to work with large numbers of homes when things are going well, the crux is when there are problems and an effective leader needs to have the capacity to respond. This is more likely if the number of children's homes they cover is in single figures. Supported Accommodation is differently structured but again it is worth stress testing the position.

If you contract a self-employed consultant do carefully read Regulation 2 and if in doubt seek independent legal advice (we are happy to recommend RWK Goodman and will put you in touch if you request).

We will be talking about this in our Wednesday membership sessions for children's homes (below) and understand that Ofsted plan to publish some guidance on the issue.



2025 Membership plans for Residential Care

Our new membership offer for Children's Homes launched in January with weekly meetings running every Wednesday 1-2pm.

Membership includes a weekly virtual session with residential sector safeguarding and regulatory updates, together with bite

size learning sessions with a wide variety of external speakers, all aimed at leaders and team members in children's homes.

We are fortunate to be connected with well over 2,000 senior leaders in children's residential care across England. Hundreds of you are already dialogue members – we've been providing support around child exploitation, therapeutic approaches, online safety, young people's participation and safer recruitment to mention a few. **dialogue** is always looking at how we can better help you connect, build on great practice and learn together, so we have **revitalised our membership offer to Children's Homes** around these principles and making them easier to attend.

dialogue membership offers:

- **Individual members** now have access to all the previous online membership content, in one simple weekly meeting. We'll be running these in **a regular 1-2pm slot on a Wednesday every week** with bite-size training, specialist learning, regular news and an itinerary of guest speakers covering a whole range of subjects. You'll also still have access to discounted training (often **25% cheaper**) and free initial safeguarding and regulatory advice as well as our valuable bulletin. All this additional content will be available for the same annual fee of **£99+vat**. Please note that individual membership will not be transferable.
- **Whole home membership** will open up individual membership to everyone in your children's home, providing hours of continuous professional development in bite-size chunks. As many of your team as you wish can join the sessions, or you can pick particular subjects you think will be of most interest. Your whole team can benefit from the training discounts and you are entitled to a **10% discount on wider training and consultancy fees**. You'll also receive some other additional benefits as listed in the image below. This is tremendous value at less than the price of just four memberships - **£395+vat**.
- **Whole organisation membership** works like the whole home membership, but covers everyone in your organisation. We scale this depending on the size of your endeavour and it works out cheaper than each having whole home membership, so feel free to get in touch for a quote.

	Individual	(recommended) Whole home	Organisational
Individuals covered	√	√	√
Access to all learning topics	√	√	√
Initial safeguarding and regulatory advice	√	√	√
Up to 25% discount on individual training places	√	√	√
10% discount on wider training & consultancy fees	X	√	√
Whistleblowing service	X	√	√
Complaints service	X	√	√
Cost per annum (excluding VAT)	£99	£395	Contact us

The Independent Person Network together with our face-to-face South West Registered Managers Forum and Responsible Individual Network memberships remain unaffected by this new membership offer.

Want to be part of the community? Join us today and you'll automatically receive updates, be able to access the members' area and receive instant discounts on training bookings... over 50 hours of CPD for just £99+vat.

[Members' log in here](#)

[Find out more & join dialogue today](#)



Safer Internet Day - 11th February 2025

This year's theme is 'Too good to be true? Protecting yourself and others from scams online'.

You can access [resources](#) put together by the UK Safer Internet Centre to help professionals working with children of all ages to deliver sessions about online scams.



Inspection Top Tips

Our team are combing inspection reports every week for key themes and issues. We've been talking to providers about what you find useful and we'll now be highlighting elements that Ofsted identify as great practice, and flagging some of the pitfalls, together with ideas to think about for your setting.

We'll also let you know what the weekly membership sessions will be covering and add a link in case you'd like to come along.

We know you get a lot of emails... so you're welcome to [unsubscribe from the weekly Top Tips](#) without losing your monthly dialogue bulletin.



Research in Practice - Safeguarding Pressures

[RiP](#) have a series highlighting the range of factors that impact on safeguarding. Of most relevance to residential care are:

A lasting impact of COVID-19 on children and young people's lives. The impact of the pandemic on children and young people has been significantly underestimated and will endure for many years to come without more focus, attention and investment. There are increasingly visible and growing levels of mental health need among children plus their parents and carers, via heightened inequalities, deteriorating behaviour in schools resulting in rising exclusions as well as social and developmental delays in younger children. Families are less resilient and have more entrenched and overlapping needs and challenges as the pandemic aggravated or accelerated needs.

Early help assessments for child sexual exploitation, trafficking and gangs have doubled over the two-year research period. Similarly, assessments with child criminal exploitation as a factor rose. This is likely to better identification and understanding of these types of abuses as safeguarding concerns rather than crimes. It may be that this leads to more intervention at a residential level. Securing the right placements at the right time for children in care was a top concern, particularly meeting the needs of those with the most complex and multifaceted needs, costing tens of thousands of pounds per week.

There is a growing cohort of unaccompanied asylum-

seeking (UAS) children who arrive in this country alone and enter care. Increased safeguarding activity due to children's online activity. Children creating or distributing explicit imagery, being groomed or sexually extorted to viewing violent pornography or radicalisation videos.

[Read more here](#)



Managing Allegations training

While guidance requires regulated settings to follow safeguarding procedures when a child may have been harmed by a member of staff or volunteer, our research found a quarter did not offer managing allegations training and only a third had received personnel training.

This course will ensure managers have the skills to prioritise the safety of children and young people, work within interagency procedures and guidance and properly support their staff through proportionate decision-making and a caring approach.

The course

Learning outcomes:

- Determine the difference between a complaint, quality of care issue & an allegation
- Make analytic and effective referrals to the LADO
- Undertake internal investigations in line with interagency guidance
- Participate effectively in strategy discussions
- Make proportionate and evidenced decisions about suspension

- Work positively with young people, parents and other agencies
- Lead work under disciplinary and capability procedures

This full-day course, delivered via zoom over two half-day sessions, is suitable for both Children's Homes and Supported Accommodation Providers and costs £160+vat, reduced to **£120+vat for members**. We can also deliver this on a whole team basis – get in touch for pricing.

Our next training dates, being delivered virtually, are running on the following dates:

1:30-4:30pm on 25th February & 4th March 2025

You can read full details and make a booking for this date by clicking on the button below or by contacting one of our team at **admin@dialogueltd.co.uk**

[Read more and book Managing Allegations training](#)



Cornerstone VR

is an award-winning, trauma-informed virtual reality programme used by professionals who work with vulnerable children and their families.

Their 360-degree immersive films allow users to 'walk in the shoes' of children, bringing the challenges of trauma, neglect, and societal pressures to life.

Spanning critical stages of child development from pre-birth to adolescence, this approach helps professionals, educators and caregivers have a deeper understanding of the child's perspective - building empathy, improving

decision-making, and raising the standard of care.

Their children's homes partners are using Cornerstone VR across staff training, recruitment and in direct work with children, young people and parents, promoting better outcomes for the children in their care.

Cornerstone VR's partnership with Inspirations Children's Residential Care Homes, Leicestershire was recently recognised with the LaingBuisson Excellence in Children's Services Award. For more details, explore their case study [here](#) or read the news release [here](#).

You can also hear from Inspirations directly on their podcast [here](#).

Contact details: www.cornerstonevr.co.uk |
info@cornerstonevr.co.uk | **0808 1756 414**

Do mention dialogue when you get in touch!

Upcoming Training Courses

Face to face training, virtual, at your setting or in our venue, we're ready to support you and your team.

Here's some of our upcoming courses, to see a full range of courses and memberships, please chose from the relevant options below:

training for Residential Care

training for Supported Accommodation Providers

Safeguarding Supervision (starting on 24th February)

Managing Allegations (starting on 25th February)

RI training (starting on 25th February)

Regulation 44 and Standard 3 (starting on 4th March)

Dynamic Risk (starting on 4th March 2025)

Smoking & Vaping Cessation (starting on 7th March)

Avoiding Medication Errors (starting on 7th March)

MCA & Deprivation of Liberty Safeguards (on 12th March)

Supervised Contact with Families (on 17th March)

Safeguarding Lead (starting on 21st March)

(Children's Homes) Young People Going Missing (on 2nd April)

(Sup Acc) Managing the Inspection Process (on 3rd April)

(Children's Homes) Managing the Inspection Process (on 30th April)

Reg45 Quality Review (on 2nd May)

Directors, the Board & Safeguarding (starting on 6th May)

Want training on something else?

For a full list of training topics to support the residential sector, please visit www.dialogueltd.co.uk/residential

We also design bespoke courses to meet the needs of you and your staff. Do get in touch to discuss.

Looking forward to hearing from you.

Jen Bean
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Who are we?

dialogue provides training, coaching & mentoring, consultancy, safeguarding audits and independent visiting services for children's homes, residential schools and supported living providers. We prefer to work closely with you to identify areas of need and devise bespoke packages that demonstrably improve the lives of young people in your care. Training for managers, residential workers and other staff includes supervision, safeguarding, care planning & analysis, recording and much more.

[Click here](#) for more information.

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