

# Inspection Top Tips

Impact of low staff numbers on leadership team

June 2025



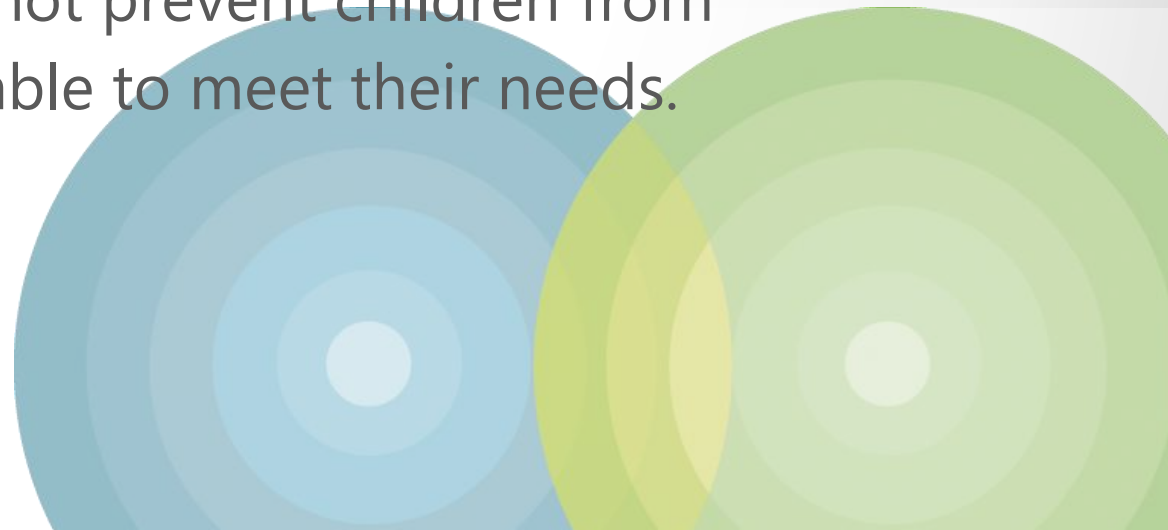
# Children's Homes Regulations

## **Regulation 27 – (1)**


The registered provider must appoint a person to manage the children's home

## **Regulation 31 – (1)**

The registered person must ensure that the employment of any person on a temporary basis at the children's home does not prevent children from receiving such continuity of care as is reasonable to meet their needs.



# Children's Homes Guide

- **10.7** Those with a leadership and/or management role should be visible and accessible to staff and able to deliver their leadership and/or management responsibilities. Any registered manager employed in the home should have sufficient capacity to ensure that the Quality Standards are met for each child in the home.
  - **10.16** The use of external agency staff can be a positive choice to complement the skills and experiences of the permanent workforce..... The use of agency staff should be carefully monitored and reviewed to ensure children receive continuity of care.
  - **10.17** No more than half the staff on duty at any one time, by day or night at the home should be from an external agency.
  - **10.18** Contingency plans should be prepared in the event of a shortfall in staffing levels. If it is likely that there might only be one member of staff on duty at any time the manager should make a formal assessment of the implications for children's care, including any likely risks. This assessment should be recorded and available for inspection by Ofsted and placing authorities.
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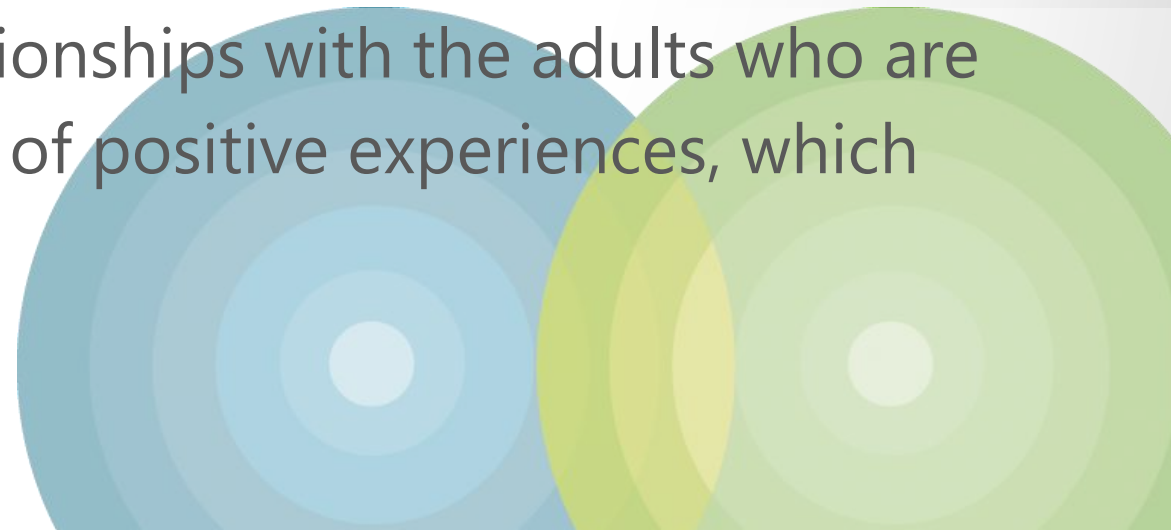
# Children's Homes Guide continued...

- **10.19** The registered person should monitor and review the patterns and trends of turnover of staff, whether agency or directly employed, and be able understand and where possible, address any negative trends.
- **10.21** Any registered manager placed in charge of a children's home or staff member in a deputy or supervisory role such as 'shift leader' should have substantial relevant experience of working in a children's home and have successfully completed their induction for the home in which they are employed.
- **10.22** Whenever possible, staff in day-to-day contact with children should include staff from the different gender groups.

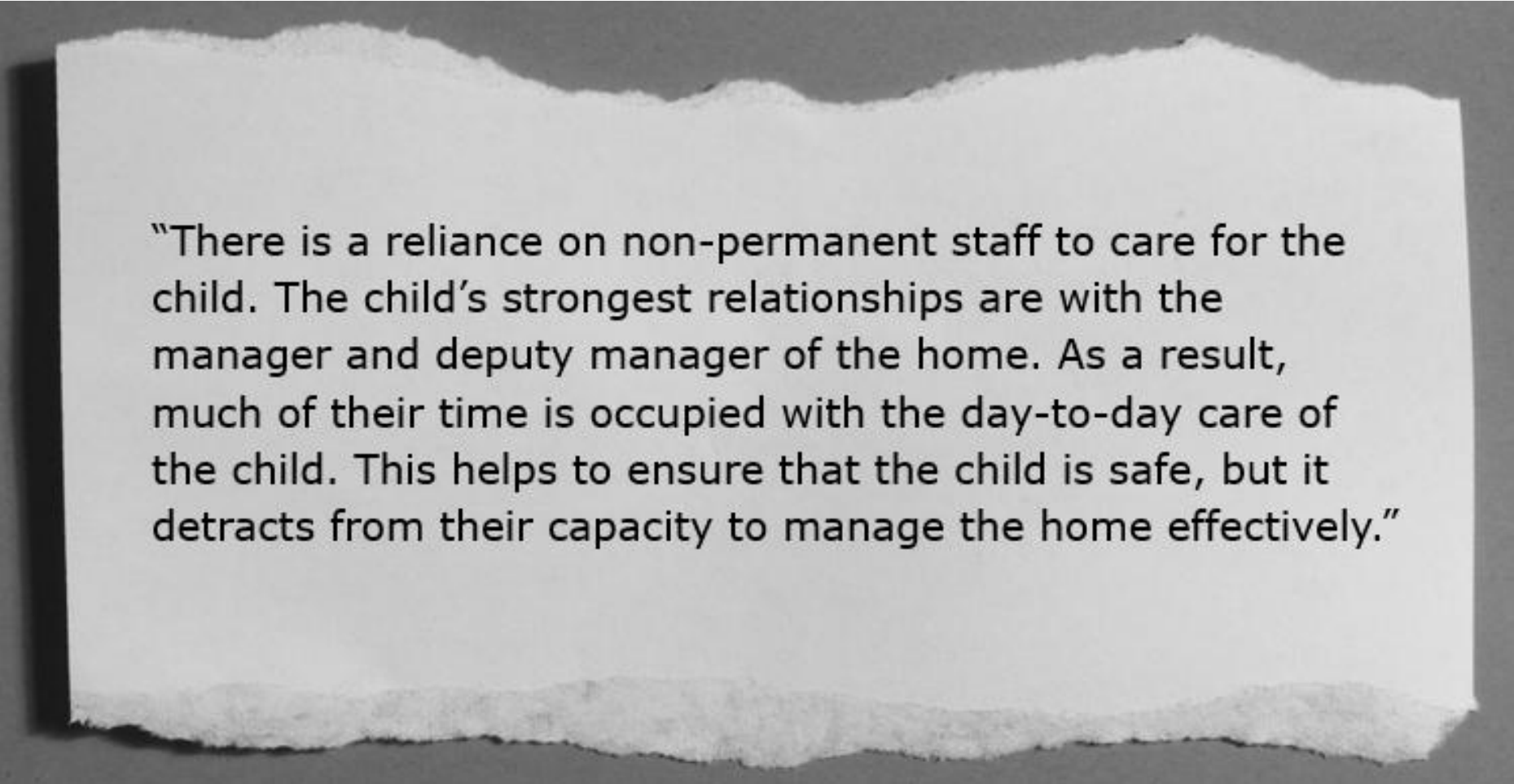


# Children's Homes SCCIF Key Elements

- Staff are committed to providing stability for children who, as a result, are able to develop an appropriate sense of permanence and belonging.
- Staff know the children well, listen to them, invest time in them, protect them and promote their welfare.
- Children have trusted and secure relationships with the adults who are looking after them. They have a range of positive experiences, which leads to progress

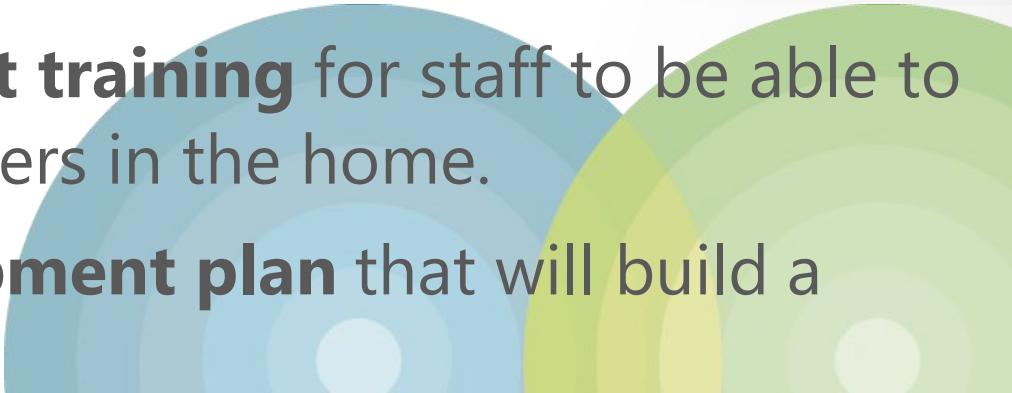


# Ofsted comment from inspection – requires improvement to be good

A piece of white paper with a torn, deckled edge is centered against a dark grey background. The paper contains a single paragraph of text in a black, sans-serif font. The text is a quote from an Ofsted inspection report, discussing the reliance on non-permanent staff and its impact on the management of a home.

"There is a reliance on non-permanent staff to care for the child. The child's strongest relationships are with the manager and deputy manager of the home. As a result, much of their time is occupied with the day-to-day care of the child. This helps to ensure that the child is safe, but it detracts from their capacity to manage the home effectively."

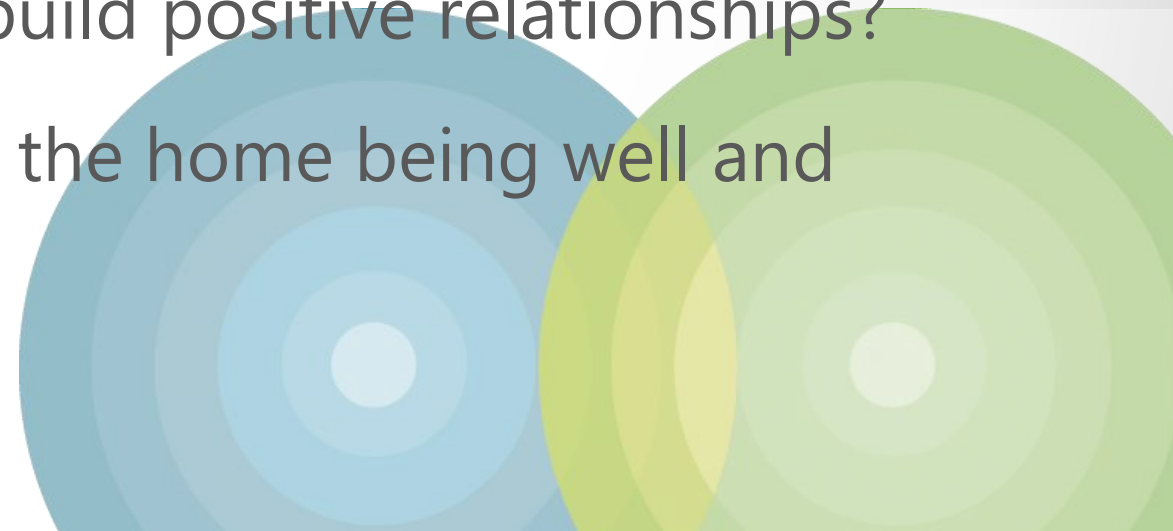
# Top tips...

- 1. The RM needs to be supported to have the time and resources** to manage the home.
  - 2. Effective delegation is the key for RM's to develop a team** that can take the lead in building relationships with children.
  - 3. Avoid a sense of dependency for both staff and children** on the RM being the only person able to make a decision – build competence through distributed leadership approaches.
  - 4. Provide leadership and management training** for staff to be able to develop and have confidence and leaders in the home.
  - 5. Have an updated workforce development plan** that will build a robust team for the long term.
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# Questions to consider...

- As the RM, do I have the time to undertake all the tasks required by regulation?
- Do I have an understanding of the needs of the children in my home?
- Are my team able to make decisions that are in the interests of the children confidently and therefore build positive relationships?
- Are the staffing levels impacting on the home being well and efficiently run?





# Safer Recruitment training...

This course is aimed at managers and staff within organisations who are responsible for recruiting staff to work with children and vulnerable adults, ensuring barriers are put in the way of potential abusers as possible in order to keep service users safe.

## Next dates:

Our next training date is on **3rd July 2025, running 9:30am - 4pm.**

This one-day course, delivered via zoom, costs £160+vat, reduced to **£120+vat for members.**

You can book on to this course using the link below:

[Safer Recruitment training](#)

