



# ANDERIDA ADOLESCENT CARE

## OFSTED POLICY

Ofsted is the Office for Standards in Education, Children's Services and Skills, and will inspect our homes annually, and upon completion will provide the homes with a rating of either:

- Outstanding
- Good
- Requires improvement.
- Inadequate

### **Types of inspection**

#### **Full inspections**

A full inspection is carried out usually at least once annually. The inspector will likely be at the home over two working days.

#### **Assurance inspections**

Where Ofsted judges a home and requires improvement to be good at its full inspection, it will usually be inspected in the same inspection period (1<sup>st</sup> April – 31<sup>st</sup> March).

If a home is judged to require improvement to be good or inadequate in the last quarter of the inspection period (between January 1<sup>st</sup> and 31<sup>st</sup> March), then the Ofsted regulations do require them to complete a second in that inspection year and will need to be carried out before 30<sup>th</sup> June in the next inspection year.

Where a home has been rated outstanding, it will not require an inspection in the same inspection year. However, an outstanding home could be inspected due to concerns raised about the home.

Ofsted may also carry out monitoring inspections, to ensure that a home is making progress after an inadequate inspection, to monitor compliance and enforcement and if they feel a monitoring inspection is the best course of action.

### **Ofsted and Anderida**

At Anderida, we have had some very positive and supportive experiences with Ofsted. Equally, we have had some concerning experiences when inspectors have come to visit our homes. It is our responsibility as a collective to ensure best practice and to safeguard the teams and managers.

Whilst all our recent inspection reports outline Anderida homes as 'Outstanding' and 'Good', please be aware that we do not validate Ofsted Inspection gradings.

This is due to conduct of some Ofsted Inspectors' and concerns around competence and consistency in their application of the regulations, guidance and overall gradings.

We cannot support Ofsted activities in our homes, or in our schools and community, until they address issues around their psychological safety, and how they will embody the standards and approach expected of all professionals who work in health, education, and social care.

In our view Ofsted need to review the structure of inspections and how they apply this structure inclusive of gradings.

Alongside looking at the above, we hope that Ofsted can seriously consider how their practice does not support the wellbeing of those working in the sector and works against its growth. Some practices are so destructive they play a direct role in the demise of adequate regulated children's homes and the rise of unsafe, unregulated provisions.

Ofsted, as a government body need to work to support and empower services, rather than as they are now - a risk to adults working in the sector and the children that need those services the most. We have removed all Ofsted Gradings, logos and reports from our documents. You can request reports from Ofsted directly.

### **Expectations from Anderida Staff**

- Recognise Ofsted as guests in our homes and allow them into our home.
- Demonstrate social graces.
- Provide refreshments.
- Model respect and compassion.
- Challenge frightening or demoralising language.
- Ensure we have a safe person around to monitor general conduct and welfare during inspections.
- Slow things down.
- Ensure that we continue with the home's operations putting young peoples and teams' welfare first.
- Allow Ofsted to view electronic and paper recordings, evidence, and documents, relating to the inspection and their lines of enquiry.
- Protect colleagues and managers from having to engage in the process, all forms of questioning and interviewing from the inspectors.
- Allow colleagues to raise anything they wish with inspectors.
- Give children the choice of if they want to engage with inspectors or allow them to view their bedrooms.

### **Expectations from Inspectors**

- Provide ID.
- Recognise they are guests in our home.
- Use social graces.
- Model respect and compassion.
- Meet with vital stakeholders for this to be included in the inspection schedule in line with the stakeholder's availability.
- Provide and outline their inspection plan and lines of enquiry.
- Focus on evidence and examples of outstanding practice.
- Recognise the value of the work we do with our young people, their families and each other.
- Consider each party as colleagues in the vital work we are all doing.
- Respect our previous experiences of Ofsted and our approach to Ofsted.
- Recognise individuals on a human level.
- Consider mentor's and manager's roles within the homes and their understanding of the young people's needs as a priority.

We at Anderida promote freedom to individuals so that they can choose the level of their engagement during Ofsted inspections. This means that if mentors would like to talk about their experiences, skills, teams, qualities and contributions they can, but equally if mentors only wish to provide Ofsted inspectors with information at the minimum legal requirements, then they will be supported either way.