

Children's homes - interim inspection

Inspection date	09/02/2016
Unique reference number	SC003897
Type of inspection	Interim
Provision subtype	Children's home
Manager	Mia Lawrence
Inspector	Guy Mammatt

Inspection date	09/02/2016
Previous inspection judgement	Requires improvement
Enforcement action since last inspection	None
This inspection	
The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection This home was judged requires improvement at the full inspection. At this interim inspection Ofsted judge that it has Sustained effectiveness. The manager has dealt with five of the six requirements made at the previous inspection. Outcomes for young people during since the previous inspection have been mixed. One young person had their placement terminated after three months because staff could not keep her safe. Another young person has since moved in and is making good progress. The manager's response to the dangers that young people put themselves in is good. The team work collaboratively with safeguarding agencies and challenge the local authority when it is not fulfilling its duties. The current young person is enjoying some stability in his life after numerous residential and foster placements. Staff respond well to his needs and implement effective strategies to help him reduce aggressive behaviours. The young person has excellent attendance at school and is undertaking life story work with his placing authority. He is a valued member of a football team and youth club and enjoys having friends back to his house for tea. Staff members interact positively with him and play games such as table tennis, darts and rugby. The young person is doing well and is learning to regulate his own emotions and behaviours. The manager now ensures that young people receive suitable health care, staff are safely recruited before they commence their employment, allegations of abuse are reported to the local area designated officer (LADO) and notifications of significant events are reported to Ofsted. The operations manager has conducted a safe area review, which includes the risk of child sexual exploitation in the area and the home's proximity to other children's homes. These improvements were made in response to the requirements raised at the previous inspection. Staff have not yet received their annual appraisal because they have not been employed by the company for one year; therefore, this requirement is repeated. The staff team does not collectively have the necessary qualifications. No staff members have completed or are enrolled onto the Level 3 Diploma for Residential Childcare.	

Staff use physical interventions and sanctions sparingly and only under the permitted circumstances. The young person is offered opportunities with a different member of staff to reflect on each incident and his comments are followed through effectively. The manager ensures that complaints are dealt with promptly and referred to the social worker and the LADO.

The manager effectively monitors the home's performance. The independent visitor reports and monthly quality assurance reviews are used to audit the service and drive improvements in the quality of care. Staff receive regular supervision that guides them in their role.

The young person benefits from increased contact with his family because staff support him to manage his emotions. Staff welcome his family into the home and arrange activities which they enjoy together. His mother reports 'It is a lovely home, and we had lots of fun together when I visited.'

A social worker also provides positive feedback on the young person's progress and their communication with staff. The social worker says that 'The young person is doing really well' and that she is 'happy with the running of the home.'

Information about this children's home

The home is operated by an independent organisation. The home is registered to provide care and accommodation for one child or young person who may have emotional or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/06/2015	CH - Full	Requires improvement
18/03/2015	CH - Interim	Improved effectiveness
10/12/2014	CH - Full	Adequate
11/03/2014	CH - Interim	Satisfactory progress

What does the children's home need to do to improve?

Statutory Requirements

This section sets out the actions which must be taken so that the registered person/s meets 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 with the given timescales.

Requirement	Due date
13: The leadership and management standard In order to meet the leadership and management standard the registered person must (2) (c) ensure that staff have the experience, qualification and skills to meet the needs of each child	30/04/2016
33: Employment of staff (4) The registered person must ensure that all employees— (c) have their performance and fitness to perform their roles appraised at least once every year (Regulation 33 (4) (c))	30/04/2016

What the inspection judgements mean

At the interim inspection we make a judgement on whether the home has improved in effectiveness, sustained effectiveness, or declined in effectiveness since the previous full inspection. This is in line with the *Inspection of children's homes: framework for inspection*.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, young people and their families. In addition the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people who it is trying to help, protect and look after.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service 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*.

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