

Inspection report for children's home

Unique reference number	SC006294
Inspector	Jacqueline Malcolm
Type of inspection	Interim
Provision subtype	Children's home

Registered manager	Amanda Farnaby
Date of last inspection	11/11/2014

Inspection date	04/03/2015
Previous inspection	outstanding
Enforcement action since last inspection	None

This inspection

This home was judged outstanding at the last full inspection. At this interim inspection Ofsted judge that it has **sustained effectiveness**.

This home was judged as outstanding overall at the previous inspection in November 2014. At that visit two recommendations were made and these have been satisfactorily met. One of these related to a young person's use of derogatory, racist language. This was deemed to be out of the young person's usual character. This matter was addressed through individual work with the young person and no further incidents of this nature resurfaced. The second recommendation that has been met related to recruitment practices. The Registered Manager has sought further clarity to ensure that discrepancies in employment history dates are scrutinised and resolved. This promotes safer recruitment practices that protect young people from unsuitable adults. There is one good practice recommendation as a result of this inspection. This relates to the physical interventions documentation that is not recorded in a paginated book. This shortfall has no negative impact on young people's outcomes.

Since the last inspection there have been some changes to the dynamics of the current group of young people. Those young people who have left the home were effectively supported to ensure a positive transition into the next chapter of their life. Staff ensure that they are satisfied that young people are happy and settled when they move on, which enables positive closure for all involved. Recently placed young people are settling into the home and staff are helping them to invest in the excellent opportunities available to them. Despite the changes in the group dynamics and presenting challenges, young people continue to make steady progress from their starting points. Young people's relationships with staff are positive and engaging. The emotional support provided by staff goes a long way to help young people to feel safe and well cared for. Positive interactions between peers enhance their social interactions and eliminate the risk for bullying incidents. Young people confirm that they like the staff and most embrace living at the home.

Young people understand their plans and they contribute to them. For example, through commenting on the review reports that are compiled by the home. Young people attend their reviews, which for some is the first time they have done so. Their wishes and feelings influence how the home is run and how they are cared for. Young people's opportunities to express themselves ensure they are listened to, respected and valued.

Young people benefit from the excellent care from the protective staff who have a coherent understanding of young people's vulnerabilities and are consistently concerned for their welfare. Staff training in safeguarding children also helps them to detect the signs and symptoms of abuse, including child sexual exploitation. Robust risk management systems and effective staff practices clearly identify each young person's presenting risky behaviours. The protective strategies contribute to reducing the risks to young people's safety and welfare. This promotes a consistent team response. Young people who may be at risk of sexual exploitation are closely monitored and their activities are risk managed and communicated with other agencies. This ensures good working together practices that protect young people when they are away from the home.

Young people who have a history of going missing from home are actively encouraged by staff to participate in the range of activities in the local area to deter their desire to run away. Young people who absent themselves from the home are protected by the protocols in place that have been agreed with the local police. Staff go to extensive lengths to locate young people to ensure their safe and well return to the home.

Young people's complex and challenging behaviours are very well managed by staff who instil clear routines and boundaries that young people understand. These provide firm foundations that in the main promote socially acceptable behaviours. As a consequence, restraint or physical intervention is very rarely used. Young people are learning through the imposition of sanctions, positive rewards, discussions and restorative approaches to manage their behaviours in more constructive ways. On occasion, the local police have visited young people to discuss their anti-social behaviours with them. For some young people, health support has been sought and the outcome is awaited to help staff modify strategies when managing some of their challenging behaviours.

Young people are developing useful independence and social skills that give them the confidence to do more for themselves. For example, shopping and preparing meals and drinks, maintaining good hygiene levels and keeping their rooms tidy.

All young people attend their educational provisions and their attendance is generally good. Staff are active in supporting those young people who are struggling to remain in school following incidents of concern. Their proactive communication with education providers ensures that any barriers to young people's progress are promptly resolved so they remain in education.

Young people continue to benefit immensely from the strong, aspirational care that is effectively overseen by the management team and delivered by the staff team. This ensures young people's prominent place at the centre of all care practices. The Registered Manager regularly monitors the quality of care in the home to ensure weakness is tackled and high standards are maintained. Since the last inspection, the appointment of new staff has complemented the existing core staff team. The new staff have settled in very well and they are significantly motivated to make a positive contribution to young people's lives.

Information about this children's home

The home is run by a private company and is registered to provide care for up to four young people of either gender. The Statement of Purpose for the home identifies the primary reason for a young person's placement is to support their emotional or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/11/2014	Full	outstanding
19/03/2014	Interim	satisfactory progress
24/07/2013	Full	outstanding
26/10/2012	Interim	good progress

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

Recommendations

To improve the quality and standards of care further the service should take account of the following recommendation(s):

- ensure measures of discipline or restraint are recorded in a format that cannot be amended at a later date - for example, numbered records. (Children Act 1989 Guidance and Regulations Volume 5. 2.91)

What inspection judgements mean

At the interim inspections 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

The purpose of this inspection is to assure children and young people, parents, the public, local authorities and government of the quality and standard of the service provided. The 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 relevant regulations and meets the national minimum standards.

The report details the main strengths, any areas for improvement, including any breaches of regulation, and any failure to meet national minimum standards. The judgements included in the report are made against the framework of inspection for children's homes.