

SC007290

Registered provider: Adeza Care Homes limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately run children's home provides care for up to four young people. The provider's statement of purpose states that the home provides care for young people who have emotional and/or behavioural difficulties or mild mental health concerns.

The registered manager has been registered since 2007.

Inspection dates: 20 to 21 June 2019

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 7 August 2018

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/08/2018	Full	Good
05/09/2017	Full	Good
04/01/2017	Interim	Sustained effectiveness
26/04/2016	Full	Good

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

Recommendations

- The children's home's staff should seek to identify and provide appropriate opportunities for young people to develop themselves as part of the home's plan for their care. ('Guide to the children's homes regulations including the quality standards', page 31, paragraph 6.4)

In particular, the registered person must ensure that all written records on young people evidence the progress that young people have made since being placed at the home.

- Staff should continually and actively assess the risks to each young person and the arrangements in place to protect them. ('Guide to the children's homes regulations including the quality standards', page 42, paragraph 9.5)

In particular, the registered manager must ensure that only the young people's most up-to-date risk assessment and behaviour support plans are placed in their care files.

Inspection judgements

Overall experiences and progress of children and young people: good

Young people make good progress and are settled in the home. Describing what they like about the home, young people said: 'It is a calm home; like living in a family with a mum' and 'We have rules in the home, but the staff are genuine and care for us. There is no shouting in this house.'

The staff successfully deliver individualised care within a nurturing environment. They have a clear understanding of the young people's need for support and share positive interactions and experiences with young people. This helps the young people to develop trust, recognise their own strengths and abilities and improve their self-esteem and self-worth.

Education outcomes are mixed. For complex reasons, some young people receive individual tuition and are engaged in their education. For other young people, education attendance has stalled due to a slow response by educational professionals. Managers challenge those authorities who are slow to take appropriate action.

Young people improve their health by eating a healthy diet and engaging in a range of healthy activities. For some young people, these structured routines have resulted in a decrease in the misuse of illicit substances and/or alcohol.

Staff support young people and encourage them to have a say in the plans for their care. Staff record young people's views in the home's care plans. However, records lack evidence of the significant progress made by young people.

How well children and young people are helped and protected: good

Safeguarding procedures have improved significantly in this home. The implementation of comprehensive impact risk assessments means that staff robustly assess each young person's risks and behaviours. These assessments also evaluate the risk of disruption to the other young people living in the home.

Risk assessments and behaviour support plans are thorough. Managers ensure that strategies for managing identified risks are effective. The risks to young people of sexual and/or criminal exploitation are carefully assessed. Staff identify individual needs and consider how best to manage these. However, staff do not always ensure that only the most up-to-date information is contained in young people's files.

Because of these measures, incidents of young people going missing from the home and being involved in negative behaviours in the community have reduced. Young people make good progress in taking responsibility for managing their behaviours. Praise by staff and rewards for good behaviour have played a significant part in the progress of young people.

The home's location risk assessment is excellent. It clearly identifies where young people are at most risk of gang and criminal exploitation. Strategies to support young people in managing these risks are thoughtfully planned through discussions with young people on how they wish to be kept safe.

The registered manager has ensured that staff have the right expertise, approach, personal qualities and skills to meet the often-complex needs of young people.

Staff are patient and thoughtful in their responses to young people. They work positively with other professionals to ensure that young people's holistic needs are known and met.

The effectiveness of leaders and managers: good

The registered manager is aspirational and motivational. Together with a committed and resilient staff team, she is passionate about making a difference to young people's lives.

The registered manager and the staff team have worked effectively with other professionals in young people's best interests. They have listened to and advocated for young people to have more say in their care planning. Because of this, placing authorities and other professionals have reviewed and amended support plans to enable some young people to remain living in the home permanently.

Young people and the staff team said that they felt well supported and cared for by a registered manager who is visible and accessible. A young person said, 'The one thing I enjoy is the manager is always around. That means I am not always being told "Wait until the manager comes in" when I make a request.'

The registered manager offers positive support, and staff receive regular and formal supervision. Team meetings are well attended.

A staff training matrix clearly sets out managers' plans to develop and train the whole team. This will enable staff to receive further support and training and enhance their understanding of young people's often-complex needs.

The registered manager has established effective systems to monitor the quality of care provided in the home. She uses feedback from the independent visitor to address any shortfalls and strives to raise standards.

The registered manager has ensured that all of the requirements and recommendations made at the last inspection have been met.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the difference made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and 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 whom it is trying to help, protect and look after.

Using the 'Social care common inspection framework', this inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, 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'.

Children's home details

Unique reference number: SC007290

Provision sub-type: Children's home

Registered provider address: n/a

Responsible individual: Felix Pacquette

Registered manager: Deborah Pacquette

Inspector

Juanita Mayers, social care inspector

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