

Children's homes - interim inspection

Inspection date	30/12/2015
Unique reference number	SC007290
Type of inspection	Interim
Provision subtype	Children's home
Registered Manager	Deborah Pacquette
Inspector	Seka Graovac

Inspection date	30/12/2015
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 Improved effectiveness. The judgement of 'Requires improvement' has galvanised the effort to move the service forward in line with best practice. The manager and staff reflected on what went wrong. They reinforced their commitment to providing a good service and to being able to clearly demonstrate that. They took effective action to address the weaknesses identified at the last inspection and achieved improvements. The team leader's return from maternity leave has increased management capacity. Wanting to help the service that they highly value, the placing authorities intensified their input. The young people's social workers made more frequent visits to the home and strengthened their contribution to the care planning and the risk management process. The manager and staff reviewed the statement of purpose and the young people's guide to refresh their commitment towards achieving the values enshrined in these documents. They changed the format for keeping the information on young people's files to make them more structured and better organised. An index of contents means that it is easier to find information and to monitor it. The safeguarding practice in the home has improved in a number of ways. The records now clearly demonstrate that the management of risk is robust. No significant incidents have occurred. Staff have effectively promoted young people's constructive and safer behaviour without having to resort to using physical interventions. Young people who currently reside in the home do not go missing. There have been no concerns regarding sexual exploitation or radicalisation and no complaints raised. Online safety now has a much higher profile within the home. The manager has developed an e-safety policy that provides clear guidance for staff. Staff attended the training on protecting children online that was organised by the Local Safeguarding Children Board. They have displayed a poster that promotes e-safety and lists 10 main tips for staying safe online. They regularly discuss e-safety with young people. They monitor this important aspect of safeguarding and comment	

on it in monthly monitoring reports on the individual young people's progress.

The home provides effective placements that promote young people's individuality and enhance stability in their lives. Young people have made good progress across many aspects of their health and welfare. They trust the staff members and enjoy having positive relationships with them and with their peers. They have developed a strong affiliation with the home and a feeling of belonging. This has helped them to build self-esteem and resilience. Genuine care and authentic emotional support have been particularly helpful, for example, when young people experience bereavement.

Staff have created a calm and nurturing environment. They provide individualised support in line with the young people's up-to-date care and behaviour support plans. The manager and staff work closely with other professionals to address any barriers to young people's good outcomes. An example of this is that an educational psychologist has assessed the needs of the young person who continues to struggle with school attendance. To enhance her learning opportunity, she receives individual tuition and mentoring.

Young people have positive experience of living in a children's home. They enjoy a good range of activities that promote their interests and hobbies. This has recently included a weeklong horse-riding programme.

All staff have had an annual appraisal of their performance and plans for further training are in place.

Although management has achieved significant improvement with regards to record keeping, the log of behaviour control measures does not correspond to the information on sanctions on young people's files. At the team away day in January 2016, the team will reflect on practice, discuss and agree the amended policies and decide on future priorities. Improving record keeping, strengthening the evidence-based practice and making monitoring more robustly are firmly on the home's agenda.

Information about this children's home

This private home provides accommodation and support to up to four young people who are between 11 and 17 years old and may have emotional or behavioural difficulties or a mild mental disorder.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/09/2015	Full	Requires improvement
25/02/2015	Interim	Sustained effectiveness
15/12/2014	Full	Good
27/03/2014	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
The registered person must complete a review of the quality of care provided for children ("a quality of care review") at least once every 6 months. (2) In order to complete a quality of care review the registered person must establish and maintain a system for monitoring, reviewing and evaluating— (a) the quality of care provided for children. This in particular relates to improving the system for recording the use of significant measures of control, such as sanctions, so that it enables easy monitoring. (Regulation 45(1)(2)(a))	01/03/2016

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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