

Inspection report for children's home

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Inspection date	24/02/2014
Inspector	Rachel Ruth Britten
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	03/12/2013
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Service information

Brief description of the service

The home provides care and accommodation for up to two young people with emotional or behavioural difficulties. It is part of a large, private organisation operating a number of children's homes.

The inspection judgements and what they mean

Good progress	The children's home has demonstrated continued improvement in quality of care and outcomes for children and young people and where appropriate has addressed all requirements and the large majority of recommendations that were raised at the previous inspection.
Satisfactory progress	The children's home has maintained quality of care and outcomes for children and young people and where appropriate has addressed all requirements and the majority of recommendations that were raised at the previous inspection.
Inadequate progress	The children's home has failed to address one or more requirements and/or has not met the majority of recommendations and/or the quality of care and outcomes for children and young people have declined since the last full inspection.

Progress

Since their previous inspection the service is judged to be making **good progress**.

Continued improvement in quality of care and outcomes for young people have been demonstrated since the last full inspection in December 2013. (The home was graded good overall at that time.) Staff and the manager have risen to new challenges as three new young people have been placed short term following the move of a previous resident. All four of the recommendations that were raised at the last inspection have been met. The manager is aware of new and upcoming regulatory changes and their impact on the organisation and provision of care.

The four recommendations raised at the last inspection related to leadership and management issues. The shortfalls meant that the judgement for leadership in December 2013 was adequate rather than good. The Registered Manager has focused well on previous shortfalls and has improved the standard of reflective monitoring and recording in the home. For example, staff supervision is now more effectively planned and recorded. Similarly, more consultation with families and independent reviewing officers is taking place and is being used to inform monthly monitoring. As a result, the quality of care planning is improved, including for young people on short term placements.

The manager has also worked on the third recommendation so that there is now clearer and more effective review of behaviour incidents in the home. For example, incidents are now aired directly with young people in their weekly meetings. Young people are also now better facilitated by staff to reflect on their behaviour and talk about strategies for changing it. Overall, the effectiveness of monitoring is also improved: the manager now uses monitoring documents to describe in more detail his professional opinion about events and his ideas about possible patterns and strategies to try. He also ensures that all staff read the monthly monitoring reports and are contributing their own ideas to the development of the quality of care in the home. As a result, there is improved team working which is tailored to the specific needs of each young person.

The staff team, manager, and area manager have reflected on the ending of a long term placement which occurred on an emergency basis immediately before Christmas. They know that the move was appropriate and necessary in order to ensure the young person's safety and welfare. Staff minimised the disruption and upset to the young person and have ensured that all professionals were informed of any continuing concerns. However, the team have not to gained feedback from young people, families and other professionals post-placement. This is a missed opportunity to gain views which could inform their future practice. In addition, they have not amended the home's Statement of Purpose to show that the organisational structure of the home includes an area manager who supervises the Registered Manager. These shortfalls are minor and have not impacted significantly on the outcomes for any young person to date.

The home have had three young people in residence over the last two months. They have changed the staff group to provide a balance of male and female role models, as is now appropriate. They have also redecorated the home. These activities ensured their preparedness for new placements. As a result, young people have settled well and have progressed well with their plans. The manager is using newly developed skills to ensure that proposed new placements are well matched with young people already placed. He has quickly developed confidence in the elements that ensure good impact risk assessment and has met with workers from placing authorities in the course of this. However, he has not devised a working impact risk assessment tool to help him ensure that he is always clear, effective and timely in this area of work.

Areas for improvement

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 Regulations 2001 and the National Minimum Standards. The registered person(s) must comply with the given timescales.

Reg.	Requirement	Due date
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4 (2001)	ensure that the home's statement of purpose includes the correct organisational structure of the children's home and the arrangements for the supervision of the manager. (Regulation 4 (1), schedule 1.6 and 1.7)	25/03/2014
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Recommendations

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

- extend the planning for admissions to ensure that the home only provides admission to children whose assessed needs they can reasonably expect to meet. This specifically refers to clearly assessing the compatibility of existing resident young people to any proposed new admission (NMS 11.2)
- ensure that the wishes, feelings and views of children and those significant to them are taken into account in developing the home and staff. This particularly pertains to obtaining their views at the end of placements. (NMS 1.7)

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 progress made by the provider since the last full inspection, identifies any further strengths, any areas for improvement and makes judgements as outlined in the *Inspection of children's homes – framework for inspection*.