

SC008273

Registered provider: Searchlight Care Services Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately owned children's home that is registered to provide care and accommodation for up to two young people who have experienced adverse childhood experiences that have led to associated trauma and presenting complex behaviours and/or social or emotional difficulties.

The current manager has been registered with Ofsted since December 2019 and holds a level 5 qualification in leadership and management

Inspection dates: 25 to 26 February 2020

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: 27 February 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
27/02/2019	Full	Good
26/02/2018	Full	Good
21/03/2017	Interim	Sustained effectiveness
03/01/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Young people receive good levels of support from a committed and experienced staff team. Staff have a positive view of the young people and work hard to engage with them. This helps young people to feel confident about their relationships with staff and supports their progress.

Placement plans are clear and set out what staff must do to meet the needs of young people effectively. All staff are aware of the detail set out in young people's individual care plans. This ensures that young people are treated consistently and know what their objectives are and how these will be met.

Young people are in good health. They are registered with primary healthcare and specialist providers. This ensures that they can access services and receive treatment without undue delays. Appropriate arrangements are in place for the safe management of medicines, to promote the safety and well-being of young people.

The manager and staff work closely with schools and training providers to ensure that young people can derive the maximum benefit from education. When there are difficulties in school, staff liaise with teachers and others to resolve them speedily.

Young people enjoy regular and positive time with their families and significant people. This keeps them connected to the people who are important to them.

Young people are offered a good range of constructive leisure activities in the local community, which strengthens their sense of belonging. Individual interests and talents are actively encouraged and supported by staff, which increases children's self-esteem and confidence.

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

Young people said that they feel safe. The staff team receives regular safeguarding training and has a good understanding of its duties in promoting young people's welfare. This ensures that staff are confident in the procedures to follow should any concerns arise. Staff make sure that care plans and risk assessments are in place for young people to help to keep them safe.

Staff implement boundaries consistently so that young people know what is expected of them. Some young people test staff members' willingness to keep to the rules, some in extremely challenging ways. This is met with appropriate resilience. Staff use diversionary strategies to defuse situations whenever possible, but when necessary use physical intervention to prevent young people from harming themselves or others. However, some staff members are unable to perform physical interventions due to pre-existing injuries. Both staff members have worked together in the home, which means that, in the event of an incident, staff are unable to take all measures that may be necessary to effectively safeguard young people.

Young people rarely go missing from this home. Staff know how to implement and follow the local authority's joint protocol and procedures for reporting young people missing from care. This includes keeping in touch with the young person and liaising closely with the police and other agencies. There is a process in place for young people to be seen by an independent person on their return home.

Young people live in a safe environment. There are effective health and safety systems in place. Regular practice evacuations ensure that young people know how to exit the building safely and quickly, in case of an emergency.

Staff are vetted and assessed as suitable before any appointment is confirmed. These procedures promote young people's safety.

The effectiveness of leaders and managers: good

Despite only being in charge for a brief time, the manager is already well established in his role. He has developed a detailed knowledge of staff and the young people and has a good insight into the home's strengths and areas of development.

Staff receive regular training to make sure that they have the skills and competencies necessary to meet the diverse needs of the young people who they look after. There are systems in place to make sure that training is regularly updated or refreshed. New staff undergo a thorough induction programme, and most staff are qualified or are working towards the required level 3 diploma qualification.

The manager and staff receive regular supervision that allows them to reflect on their practice and recognise their own strengths and any areas for development.

The manager and staff work collaboratively with other professionals and family members to ensure that young people receive a good quality of care and intervention. This partnership working results in the young people receiving the best possible care to meet their individual needs. A social worker told the inspector, 'Communication between me, the manager and staff has been brilliant.'

The manager has acted to address the requirement from the last inspection. The manager now ensures that records after a physical intervention are all fully completed.

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

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet 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 within the given timescales.

Requirement	Due date
The protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1)(2)(b))	16/04/20

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, 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: SC008273

Provision sub-type: Children's home

Registered provider: Searchlight Care Services Limited

Registered provider address: Marcus House, Parkhall Road, Longton, Stoke on Trent ST3 5XA

Responsible individual: Paul Turner

Registered manager: Alexander Hayward

Inspector

Dave Carrigan, Social Care Inspector

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