

Inspection report for children's home

Unique reference number	SC008274
Inspection date	5 August 2009
Inspector	Martha Nethaway
Type of Inspection	Key

Date of last inspection	25 November 2008
--------------------------------	------------------

© Crown copyright 2009

Website: www.ofsted.gov.uk

This document may be reproduced in whole or in part for non-commercial educational purposes, provided that the information quoted is reproduced without adaptation and the source and date of publication are stated.

You can obtain copies of The Children Act 2004, Every Child Matters and The National Minimum Standards for Children's Services from: The Stationery Office (TSO) PO Box 29, St Cripins, Duke Street, Norwich, NR3 1GN. Tel: 0870 600 5522. Online ordering: www.tso.co.uk/bookshop

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.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcome for children set out in the Children Act 2004 and relevant National Minimum Standards for the establishment.

The inspection judgements and what they mean

Outstanding:	this aspect of the provision is of exceptionally high quality
Good:	this aspect of the provision is strong
Satisfactory:	this aspect of the provision is sound
Inadequate:	this aspect of the provision is not good enough

Service information

Brief description of the service

The home is one of four children's homes owned by a private company. It is registered to provide care for two young people of either sex between the ages of 10 and 18 years with emotional or behavioural difficulties. However, the home only provides care for one young person at any one time, unless the two children are siblings, and it is considered appropriate for them to share a bedroom. Admissions to the home are usually planned but emergency admissions are accepted.

The company operates the home and the Registered Manager is responsible for another two children's home close by. Each home has a deputy house manager who manages the day-to-day running of the home with the Registered Manager retaining overall responsibility.

The home is a semi-detached property built in the 1970s and is situated in a quiet residential area between the outskirts of a city. The home is in close proximity to a range of shops, local leisure facilities and amenities. The property is fully equipped and furnished on two floors. The young person has their own bedroom which they are encouraged to decorate and personalise to their own taste and preferences. Each of the remaining two bedrooms are used as staff sleep-in rooms, one of which doubles as a secure staff office.

Summary

This children's home is currently not providing accommodation to young people. Our inspection methodology relies on evidence found at the time of inspection and this essentially includes users' views about the service. As this evidence is not available when there are no young people present we have completed a proportionate inspection; the purpose of which is to decide that should an admission be made the service would be able to work to a satisfactory standard.

The overall quality rating is satisfactory.

This is an overview of what the inspector found during the inspection.

Improvements since the last inspection

At the last inspection, there were two actions and two recommendations set. The first action related to improving the recruitment and selection process by asking why the employee's employment had ended with their employer which has now been implemented. The second action involved improving the quality of monitoring completed by the Registered Manager and this has now been achieved. The recommendations related to ensuring that nightly fire drills take place annually has been addressed. Similarly, the independent visitor now completes unannounced visits to the home.

Helping children to be healthy

The provision is satisfactory.

The home has access to a good range of policies and procedures which recognises that good health is important. The policies aim to support the development of an effective and flexible system that will address health inequalities and the assessment of health needs, obtain and manage the information required to produce 'Personal Health Plans' for each young person in residence and enable those plans to be implemented in practice. The promotion of a healthy lifestyle through enjoying a good diet and taking regular exercise is well considered. This allows young people to understand and recognise a balanced diet is vital for good health. Staff working

at the home recognise that it is important that accurate and complete records are kept in relation to the health of the young person. All staff share the responsibility for ensuring that the storage and disposal of medication, treatment and administration of medicines within the home are within the guidelines, and meets the criteria set out in the home's policies and procedures.

Protecting children from harm or neglect and helping them stay safe

The provision is satisfactory.

The home has previously established satisfactory outcomes for keeping young people safe and now operates renewed procedures for fire safety and staff recruitment and selection. During the time when young people are resident at the home, staff ensure that risks are minimised effectively and this is achieved through well documented risk assessments. The home has a clear framework in place to support the arrangements to safeguard and promote the welfare of young people. All care staff have received training in relation to the Local Safeguarding Children Board (LSCB) procedures and in addition members of the management team have completed advanced safeguarding training so that they are appropriately skilled and qualified to undertake their role.

The home has in place policies for dealing with privacy and confidentiality, complaints, counteracting bullying, absconding, behaviour management and health and safety. Staff are appropriately trained in the use of physical intervention but the home elects not to use this in practice. Staff work within the behaviour management policy at all times. The emphasis is placed on positive measures of control which involves rewards through praise, encouragement, extra activities or a small financial reward.

Staff working at the home pay good attention to health and safety matters at the home. There are good systems in place to monitor and evaluate risk through the use of documented risk assessments which are dated and reviewed. Fire safety checks are still being completed despite no young people being in residence.

Helping children achieve well and enjoy what they do

The provision is not judged.

Helping children make a positive contribution

The provision is not judged.

Achieving economic wellbeing

The provision is not judged.

Organisation

The organisation is satisfactory.

The quality and leadership at the home has previously been identified as satisfactory. The Registered Manager has now improved the quality assurance function for the home to help monitor the performance of staff practice, quality of care and clearly identify areas for improvement. The independent visitor now visits more frequently on an unannounced basis to meet and observe young people and staff and to check a range of records related to the day-to-day running of the home.

Young people who come to live at the home receive care from a small dedicated core group of staff that are suitably experienced and are all trained to National Vocational Qualification (NVQ) Level 3. Senior staff are currently enrolled for NVQ Level 4 training. Staff attend regular refresher training including, child protection and safeguarding, health and safety, first aid and fire safety. Senior staff have also attended management and supervision training. The home has a suitable system and structure in place to provide all staff with regular supervision to monitor and review their care practice and work values. A suitable system is in place to appraise staff annually. The promotion of equality and diversity is satisfactory.

What must be done to secure future improvement?

Statutory requirements

This section sets out the actions, which must be taken so that the registered person meets the Care Standards Act 2000, The Childrens Homes Regulations 2001 and the National Minimum Standards. The Registered Provider must comply with the given timescales.

Standard	Action	Due date
----------	--------	----------

Recommendations

There are no recommendations.