

Inspection report for children's home

Unique reference number	SC008484
Inspector	Paul Scott
Type of inspection	Interim
Provision subtype	Children's home

Registered manager	Judith Kathleen Power
Date of last inspection	27/08/2014

Inspection date	02/02/2015
Previous inspection	outstanding
Enforcement action since last inspection	There has been no enforcement action since the last inspection.

This inspection

This home was judged outstanding at the last full inspection. At this interim inspection Ofsted judge that it has **sustained effectiveness**.

The recommendation from the previous inspection has been suitably addressed. The systems for the management and notification of serious incidents are now consistently applied. This ensures that relevant parties are kept informed, updated and involved when significant events occur.

Young people continue to benefit from a high standard of care. They talk positively about living at the home and are clearly settled in their placement. Several young people spoke about the progress they have made and how they benefit from the support provided by staff. Young people demonstrate a sense of stability which has contributed to improved outcomes in many aspects of their lives, including education, behaviour, relationships and contact.

The home is in the process of changing its management arrangements. The deputy manager has submitted an application to be registered with Ofsted as the Registered Manager for this service. This is to accommodate the planned resignation of the current Registered Manager, who is also the responsible individual. In preparation for this change the deputy manager is assuming overall responsibility for the day-to-day management of the home. This shows good planning and a clear commitment to ensuring the transition from one manager to another is as seamless as possible and does not impact negatively on young people.

There have been a number of changes to the staffing arrangements in the home. Three new staff have been recruited to replace the three staff who have left. Recruitment has been thorough, ensuring all staff are checked and vetted and have the right skills and commitment to work with vulnerable young people. Existing staff, including managers, have demonstrated their commitment to providing young people with continuity of care. For example, shortfalls have been covered from

within the team which means young people continue to be cared for by staff with whom they are familiar.

Two young people have left the home since the last inspection, one being a planned and well supported transition to a foster placement. Young people's needs are given the highest priority. Managers are quick to recognise when placements are not working and young people's needs cannot be met. This has resulted in one young person's placement being ended due to the impact their behaviour was having on the other young people. Managers worked closely with the young person's placing authority and family to ensure the transition to return home was as smooth as possible.

There has been significant delay in identifying an independent regulation 33 visitor. There is a strong commitment to ensuring the appointed person has the right skills, credentials and experience for the role. This means that there have been no external monitoring visits for a significant period of time. A person has now been recruited and will begin to undertake monthly monitoring visits once relevant recruitment checks are complete. This shortfall has been offset to some extent by the improved internal quality assurance processes. Managers routinely and rigorously monitor young people's care, their records and conduct in the home. When shortfalls are identified they are quickly addressed with a clear commitment on improving the quality of care provided for young people.

Young people benefit from being cared for by committed and caring staff who clearly have their best interests at heart. Relationships are exceedingly positive and based on good parenting and family values. Care planning and care practice is highly individualised. Staff take time to get to know and understand young people and every effort is made to ensure staff have current and up-to-date skills and knowledge through discussion, supervision and training. This means young people's risks and vulnerabilities are effectively managed and their known and emerging needs are met. For example, the majority of staff have recently completed self-harm training in response to young people's specific needs. However, one member of staff has not completed this training. This lack of knowledge and understanding has the potential to compromise the safety and wellbeing of young people who display self-harming behaviour.

Information about this children's home

This is a private children's home; the owner is also the Registered Manager. The home provides care for up to six young people with emotional or behavioural difficulties or learning disabilities.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
27/08/2014	Full	outstanding
11/02/2014	Interim	good progress
06/11/2013	Full	good
27/02/2013	Interim	good progress

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

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
33 (2001)	ensure visits by the independent person under paragraph (1) shall take place at least once a month and may be unannounced. (Regulation 33(7))	01/03/2015

Recommendations

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

- ensure staff are equipped with the skills required to meet the needs of children; specifically that all staff complete training in the management of self-harming behaviour. (NMS 18.1)

What inspection judgements mean

At the interim inspections 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

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 main strengths, any areas for improvement, including any breaches of regulation, and any failure to meet national minimum standards. The judgements included in the report are made against the framework of inspection for children's homes.