

Children's homes - interim inspection

Inspection date	02/12/2015
Unique reference number	SC010699
Type of inspection	Interim
Provision subtype	Children's home
Registered Manager	Dawnette Legister
Inspector	Barnaby Dowell

Inspection date	02/12/2015
Previous inspection judgement	Good
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 The full inspection determined the outcome for the home as Good. At this interim inspection, Ofsted judge that it has Declined in effectiveness. The progress of this home is limited since the last full inspection which raised five requirements. The home has met one requirement and two only partially and no progress in relation to the remaining two. Updating of the statement of purpose occurred on the day of this inspection, with the support of the inspector. There has been limited progress in relation to case recording and risk assessment. There has been no progress in relation to staff appraisal and Ofsted is still to receive an application from the business development manager to be registered. The Registered Manager remains clear that she wishes to retire from her position and delegate the role to the current business development manager. This presents a degree of uncertainty to both the staff and the young people in the home. The statement of purpose is now up to date. It now accurately reflects the staffing and management structure of the home. Professionals now have a clear indication of staff qualifications and experience when considering placing a young person. There have been improvements to case recording and risk assessment in the home. Staff are now required to record their daily logs at the conclusion of each day. Key work recordings are now clearer and sessions more regular. A picture of the day-to-day progress of young people is now more evident. There has been no progress in relation to the recording of staff appraisal; this may affect staff development and retention. Young people do not benefit from the stability that this will bring to their home. This inspection outlines an additional requirement and three recommendations. Ofsted has received only one independent person's monitoring report since the last inspection. This has prevented possible earlier discussion of the issues arising in the inspection. Ofsted has been unable to monitor the home effectively; this is	

significant given the lack of progress outlined in this report.

Case files continue to lack basic elements of pathway planning, regular risk assessment and evidence of progress in developing independence skills. This does not allow professionals full information regarding any progress made in key work sessions and may result in ill-informed care planning decisions.

A pattern of missing behaviour has emerged. There is no monitoring of any patterns of this behaviour. In addition, on return to the home young people are not being provided with an independent return to care interview. This indicates a lack of support for young people and a loss of an opportunity for professionals to assess why this behaviour is occurring; this leaves young people at potential risk.

Behaviour remains good in the home. Young people continue to report that they are happy and enjoy good relationships with staff. Professionals report that, 'Young people are really happy in the home and never want to leave.'

There is a stable staff team. Staff members comment that morale is positive in the house and say, 'There is a really good team dynamic, everyone is pulling in the same direction.' Young people have benefited from this consistency.

Outcomes for young people are mixed. Two young people have left the home since the last inspection. One moved onto semi-independence when not fully prepared and without a full assessment of his needs. This meant a lack of information for professionals when making a key care planning decision and the timing of the move was not in the best interests of the young person concerned.

Information about this children's home

- The home is a privately owned and is a family-run business. The Registered Manager is also the registered provider. The home provides care for five young people with emotional or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/07/2015	Full	Good
05/03/2015	Interim	Sustained effectiveness
29/05/2014	Full	Adequate
05/12/2013	Interim	Inadequate Progress

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

Requirements	Due date
In order to meet the quality standard in relation to the appointment of a manager. The registered provider must appoint a person to manage the children's home if she is not, or does not intend to be, in day-to-day charge of the home. (Regulation 27 (1)(b) (iii))	30 January 2016
The independent person must provide a copy of the independent person's report to- (a) HMCI. (Regulation 44 (7) (a))	30 January 2016
The registered person must ensure that all employees have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4) (c))	30 January 2016

Recommendations	Due date
Assist each child to prepare for any moves from the home, whether they are returning home, moving to another placement or adult care, or to live independently. This includes supporting the child to develop emotional and mental resilience to cope with the home's support and, where the child is moving to live independently, practical skills such as cooking, housework, budgeting and personal self-care. (The Guide to the Quality Standards, page 17, paragraph 3.27)	30 January 2016
Ensure that records must be kept detailing all individual incidents when children go missing from the home (regulation 36 (schedule 3 (14))). This information should be shared with the placing authority and, where appropriate, with the child's parents. Evaluation of missing incidents should be undertaken to identify any gaps in training, skills or knowledge for staff or to record and	30 January 2016

retain evidence of what worked well. This evaluation should inform the review of the quality of care. (The Guide to the Quality Standards, pages 45 and 46, paragraph 9.31)	
Ensure that when a child returns to the home after being missing from care or away from home with home without permission, the responsible local authority must provide an opportunity for the child to have an independent return home interview. Homes should take account of information provided by such interviews when assessing risks and putting arrangements in place to protect each child. (The Guide to the Quality Standards, page 45, paragraph 9.30)	30 January 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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