

Children's homes - interim inspection

Inspection date	22/02/2016
Unique reference number	SC011185
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Calcot Services for Children Limited
Registered person address	Pond View, Wokingham Road, Hurst, Reading, RG10 0SB

Responsible individual	Rachel Redgwell
Registered manager	Mary Smith
Inspector	Emeline Evans

Inspection date	22/02/2016
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 This home was judged Good at the full inspection. At this interim inspection Ofsted judge that it has improved effectiveness. There is excellent leadership and management in this home. The manager knows the strengths of the home and areas for development. These are shared with the staff team so they are working to consistent goals and use this to lead the day-to-day shift planning and risk assessment. There is robust monitoring of the service both through the visits by the independent visitor and checks and regular evaluation by the management team. These systems are used to identify shortfalls and take appropriate action. Young people continue to receive well-planned care provided by a committed and competent staff team. Staff provide clear boundaries within a caring environment. There has been a consistent staff team since the last inspection. Relationships continue to develop between young people and staff that enable young people to feel safe and confident while developing a positive self-awareness. This ensures that young people are making good progress in their lives while coming to terms with the issues relating to their care. Staff are very aware that at, times, young people's emotional support needs are communicated through behaviours. There have been admissions to the home, which have resulted in some challenges for the staff team. However, the staff team have managed these remarkably well and work with a range of professionals to ensure young people are appropriately supported. Staff and management are very strong at advocating on behalf of the young people when services are not forthcoming. In recent months, the home has experienced an increase in challenging behaviour exhibited and staff have worked effectively together to support each other and the young people. Young people are beginning on the journey of reflecting on the impact of their behaviours. Some young people continue to place themselves at risk and engage in risk taking behaviours such as missing from care. The home is very proactive in reducing these behaviours and during a period when missing was high they took action to intervene and fully involve professionals; this then resulted in eliminating this behaviour at that time.	

Since the last inspection, three young people remain living in the home. One young person moved to another home within the organisation; this was an appropriate and well facilitated move. The transition was managed well with the keyworker moving with the young person to ensure consistency. A decision was made to end one placement very shortly after admission due to the home not being able to meet the young person's needs. Staff work with professionals to ensure they have information prior to placement. However, the home has not been proactive in acquiring information from previous placements and there is a reliance on placing authority information in determining if they are able to support a young person. The home has undertaken robust risk assessments to determine suitability prior to placement and these are comprehensive.

Work is underpinned by individualised behaviour management strategies with a focus on incentives. Staff are constantly reviewing these systems to ensure they are effective. The young people understand the system in place and are working towards rewards. Behaviour is managed well. The restraints records show that there has been low use of physical restraint as a means of managing behaviour in the period since the last inspection. Any sanctions imposed are reasonable and relevant to the misdemeanour committed. Staff work with the young people in a restorative manner; this is enabling young people to take ownership and have a sense of personal responsibility.

The health of young people is now well recognised by staff, in particular with regards to smoking. Staff discuss with the young people the benefits of ceasing smoking during one-to-one time and group sessions with staff to look at the health risks and openly discuss these. Literature around the home helps young people make informed choices about smoking and other health related issues, they have been encouraged to engage in smoking cessation programmes.

Staff have been completing training in facilitating supervised contact visits. This has now provided staff with the skills to undertake this effectively and safely. Staff were complimentary about the information they received and the learning from this training. Other training has included preventing radicalisation and extremism; staff were again positive about this and feel they have the skills to recognise signs that young people may be at risk and know the referral process to follow. The management team have made links with the local specialist police officer and have been proactive in sharing information with them.

There were two requirements and four recommendations made at the last inspection, all have been met. Local authority placement plans and review paperwork is now on young people's files, this enables staff to be clear on the aims of the placement and any actions required. The Statement of Purpose has been revised to be more specific to the home. This enables placing authorities to be clear on what the home has to offer and the support offered to the young person. All referrals to teams within the local authority are now followed up in writing. This

ensures the local authority has this information recorded.

There is a commitment from the management and staff in the home to improve outcomes for young people; staff have positive and realistic aspirations for young people. Young people are generally positive about the quality of care they receive. Young people know and understand what is expected of them.

Information about this children's home

This home is registered for up to seven young people and is owned and managed by a private organisation. This home caters for young people who have a range of emotional and behavioural difficulties. The home aims to offer a service, which supports young people to reflect on and heal from their traumatic experiences with the overall aim of preparing young people to be ready to leave care.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/10/2015	CH - Full	Good
29/01/2015	CH - Interim	improved effectiveness
01/07/2014	CH - Full	Good
06/02/2014	CH - Interim	Satisfactory Progress

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

Recommendations

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

- Ensure the home only accepts placements when they are satisfied that they can respond to the child's needs. In particular, ensure all information is gained from other placements and professionals to evaluate if a placement is suitable. (The Guide to the Quality Standards, page 56 paragraph 11.4)

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*.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance *raising concerns and making complaints about Ofsted*, which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, workbased learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It inspects services for looked after children and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.gov.uk/government/organisations/ofsted.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2016