

Children's homes - interim inspection

Inspection date	12/08/2015
Unique reference number	SC011972
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Hillcrest Childrens Services Limited 04409479
Registered person address	Langstone Gate, Solent Road, HAVANT, Hampshire, PO9 1TR

Responsible individual	Mr William Crosby
Registered manager	Miss Rachel Burgess
Inspector	Mr Keith Riley

Inspection date	12/08/2015
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 This home was judged Good at the full inspection. At this interim inspection Ofsted judge that it has improved effectiveness. Young people are thriving in a nurturing and caring environment. An effective manager leads and supports a staff team who are highly motivated and attentive to the individual needs of the young people. A professional stated, 'All parties are very happy with the positive progress being made.' A parent reported her child is safe and healthy. A placing social worker said that the young person is thriving in the home, is happy and making progress. Young people speak very positively of their admission into the home and say it was well planned. They identify staff they trust and can talk to about their difficult and painful emotions. A young person said, 'It's brilliant here, it's perfect.' Young people grow enormously in their self-confidence and social skills through active participation in the local community. They raise money for local charities, do voluntary work and participate in the national citizenship service program. Young people are able to access other activities with their renewed confidence, such as football holiday camps and local youth groups. Young people make excellent progress in education. Young people, who historically have rejected academic education, attend all general certificate of secondary education examinations. They inspire others to take responsibility for themselves. They encourage others to get to school on time. Young people are extremely safe in this home. Staff take their concerns seriously. There is effective safeguarding practice in partnership with others. Meticulous chronologies and record keeping is evident, which demonstrate the robust action taken and decisions made. There is an exhaustive response to incidents with robust control measures put into place to prevent recurrence. Risk assessments are live, dynamic documents that clearly inform staff of the most up-to-date risks. Staff manage behaviour extremely well. There has been a decrease in challenging behaviour. Staff rarely need to use physical intervention and any such use is of low level and short duration. The Registered Manager reviews any sanctions. In	

response to a recommendation in the last report, she has recognised the need to link consequences more closely with actions. She has undertaken some work with staff to implement this.

Young people experience good health. Staff successfully advocate for them to ensure they have the best possible treatment according to their individual needs and anxieties. An example is engagement with dental treatment, from a starting point of never having been to the dentist. The handling of medication is robust. There have been improvements in stock reconciliation and recording.

The Registered Manager is an effective leader. Staff speak of her very highly. Staff describe her as, 'fantastic' and 'available to support all staff'. She has put into place excellent systems to monitor and evaluate the provision, developed in accordance with the new quality standards. There is meaningful evaluation of statistics. She acts on recommendations made by the independent visitor and the regulator. The Registered Manager's excellent management and oversight has informed the achievable development plan.

There has been a successful recruitment drive. Safer recruitment practice is applied rigorously so that only adults deemed suitable to work with children are employed. Staff say they are 'gelling as a team'. They speak positively of the induction and training. Staff said the recent introduction of clinical supervision has proven to be, 'really helpful'. A positive culture and high morale exists among staff who are motivated to provide the best possible care.

Information about this children's home

A private organisation owns and manages this home. The home is registered to accommodate up to six children of either sex. It specialises in providing therapeutic care for children who have experienced trauma in their lives and display a variety of behavioural problems. Currently the home offers accommodation for boys only.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/02/2015	Full	Good
23/10/2014	Interim	Sustained Effectiveness
14/01/2014	Interim	Good Progress
13/06/2013	Full	Outstanding

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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