

Inspection report for children's home

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Inspection date	19/03/2012
Inspector	Caroline Wilson
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Provision subtype	Children's home

Date of last inspection	05/12/2011
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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 progress made by the provider since the last full inspection, identifies any further strengths, any areas for improvement and makes judgements as outlined in the *Inspection of children's homes – framework for inspection (March 2011)*.

The inspection judgements and what they mean

Good progress	The children's home has demonstrated continued improvement in quality of care and outcomes for children and young people and where appropriate has addressed all requirements and the large majority of recommendations that were raised at the previous inspection.
Satisfactory progress	The children's home has maintained quality of care and outcomes for children and young people and where appropriate has addressed all requirements and the majority of recommendations that were raised at the previous inspection.
Inadequate progress	The children's home has failed to address one or more requirements and/or has not met the majority of recommendations and/or the quality of care and outcomes for children and young people have declined since the last full inspection.

Service information

Brief description of the service

This home is run by a charitable organisation and is registered to provide care and accommodation for up to 19 children: 15 children with learning disabilities between the ages of five years and 18 years of age, and up to four places for children with a physical disability. It is split into four separate units, three of which offer residential services and one provides three places for respite care.

Progress

Since their previous inspection the service is judged to be making **satisfactory** progress.

This home was judged outstanding at the full inspection in December 2011. One statutory requirement was set, to ensure that a procedure is in place to be followed when any child accommodated is absent without permission. A procedure is now in place, but it has not been updated in accordance with the Local Safeguarding Children Board's running away from home and care protocol.

Instances of young people going missing are rare. This is due to the high level of supervision to monitor young people and robust risk assessments which identify any likely triggers. Staff report incidences of young people going missing to senior managers. However, not all staff have a clear understanding of the missing from care protocol and their individual responsibilities in respect of this.

Where significant incidences occur, young people receive good follow up care. This includes the receipt of medical treatment which promotes their good health. The home does not meet their requirement to inform the appropriate people listed in Schedule 5 of the Children's Homes Regulation relating to notifiable events. This means that any serious incident, where for instance, a young person may require hospital treatment, cannot be monitored by Ofsted or the young person's placing authority to ensure that the home has followed correct procedures.

Guidance for the administration of medication is robust and clearly sets out how the home should respond to the health needs of young people. This provides staff with the necessary information on how to safely manage and administer medication. Action is taken against staff in the rare instances where they have not followed the administration of medication guidelines which may put a young person's health at risk. This includes their exemption from medication duties until they can demonstrate a good understanding of medication procedures.

Current arrangements for the training and supervision of staff means that the home is not conducted in a manner that promotes the welfare of young people. Permanent members of staff receive training that enables them to meet the physical needs and

behaviour management of young people. Permanent staff have good professional judgement of when to allow a young person to take a particular risk, taking into account their age, disability and level of understanding. They are also skilled at diffusing difficult situations to avoid them escalating and are confident in managing conflict. Training that enables staff to promote young people's safety, social or emotional welfare is only offered if it is felt to be a particular need for an individual member of staff. This has meant that some staff have not been updated in respect of changes in guidance and legislation in matters, such as, safeguarding and the reporting of young people going missing, for significant periods of time. It is likely that staff may only receive training after such an incident has occurred as a result of them not being up-to-date on current safeguarding responses. The arrangements for the support and induction of agency staff are inadequate. They do not receive supervision, attend team meetings or receive an induction programme that supports them to meet the aims and objectives that are set out in young people's care plans.

Regular health and safety inspections are undertaken which ensures that as far as reasonably practicable, the home is free from avoidable risks. Requirements set out regarding fire inspection are not always followed. For example, some fire doors are kept propped open which is in breach of the fire regulations and may cause harm to young people in the event of a fire.

There now is a Registered Manager in place who is in charge of the day-to-day running of the home. The Registered Manager is of good character and integrity and has the relevant qualification and experience to meet the needs of the young people.

Regulation 33 and 34 monitoring regularly take place to assess whether the home is efficiently managed and effective in meeting its Statement of Purpose. These monitoring visits help the home to identify areas of improvement so that the quality of care can be improved for the benefit of young people.

Improvements have been made to recruitment processes. Potential staff are now required to demonstrate the skills and competencies that are necessary to safeguard and promote the health, welfare and safety of young people in accordance with the Statement of Purpose. This is done through group, individual interviews and written tests.

The home is located, designed and maintained to a good standard. Young people's rooms are well furnished and highly personalised to meet their individual tastes.

Areas for improvement

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
16 (2001)	ensure that a procedure to be followed is in place to be followed when any child accommodated is absent without permission which has regard to any relevant local authority or police protocols on missing children (Regulation 16 (4) (b))	30/06/2012
27 (2001)	ensure that all persons employed receive appropriate training and supervision (Regulation 27 (4) (a))	30/09/2012
32 (2001)	ensure that adequate arrangements are in place for the containment of a fire (Regulation 32 (1) (c))	30/04/2012
30 (2001)	ensure that notifiable incidents are reported in accordance with Schedule 5. (Regulation 30 (1), (2) and (3))	30/04/2012

Recommendations

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