

Children's homes - interim inspection

Inspection date	08/03/2016
Unique reference number	SC015264
Type of inspection	Interim
Provision subtype	Residential special school
Registered person	The Chartwell Group
Responsible individual	Christopher Wright
Registered manager	Post Vacant
Inspector	Michael Mulvaney

Inspection date	08/03/2016
Previous inspection judgement	Requires improvement
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 Requires improvement at the full inspection. At this interim inspection, Ofsted judge that it has Improved effectiveness. The manager has taken action with respect to the requirements set at the last inspection and there is now sufficient staff. A recruitment drive has attracted five new staff. These staff have completed mandatory training and the manager has developed a training pathway. This means that staff on shift have the necessary skills to complete daily tasks such as administering medication. Supervision takes place on a regular basis. The focus of the supervision meetings is to reflect on the welfare of the young people and to support the staff in their work in the home. Staff speak highly of the support offered by the manager. The manager has updated care plans and risk assessments. She routinely reviews these which helps to monitor the progress that young people are making. Because of this monitoring, the manager ensures that staff are building a good understanding with the young people. This has supported the young people to remain settled and to maintain positive relationships with each other. The manager's scrutiny has also seen a development in self-help skills. Placing social workers speak highly of the work completed in the home. One social worker commented: 'The home has done remarkably well. Staff are supporting a parallel plan, looking at options to either remain in this home or transition back to the home area. They have started a push to independence training especially with developing skills in managing public transport.' This inspection has found a shortfall in the recording of sanctions. As a result, the staff are not developing an understanding of how effective these sanctions are in supporting an improvement in young people's behaviour. The manager has recognised this short fall and discussions with staff have taken place to improve the practice in this area. There has been no physical intervention since the last inspection. Young people are making progress in school. Some young people are on target to achieve their predicted GCSE grades. Others are developing practical and entry level qualifications. This will support them as they progress towards further	

education, training, or work. The school are working together with the staff in the home to develop living skills such as cooking and learning to budget. These will provide the young people with confidence ahead of any planned move towards independence. The coordinator of the virtual school commented that: 'They bring young people on very well. The school and the home work together to build on the hopes and aspirations and the young people.'

There is no registered manager in post. The current manager is in the process of registering with Ofsted. The director of care is supporting her and this has helped her to focus on the recruitment and day to day management of the staff. This support has also provided her with the encouragement to improve practice particular with case recording. Consequently, this has improved, and, in turn, there has been better monitoring of the care provided to the young people. An independent reviewing officer commented that: 'The placement is going well. The home understand his needs. The local authority are happy with his progress. Staff are supporting contact with family and there has been progress with the relationship with parents.' This progress will help in the long term plan for a return home.

Young people do not go missing from this home. Staff follow individual missing from care protocols if a young person does go missing. Staff are aware of the risks in the community of exploitation. They use the up to date risk assessments and their on-going relationships with young people to ensure that these risks are minimised.

Young people say that they are safe in this home and that they have good relationships with staff. One young person commented: 'I feel safe as the staff look out for me. I get on with my key worker, she has put me in touch with the scouts which I enjoy.' Staff ensure that there are suitable activities for the young people to gain experience in the community. They all have interests such as Army and Navy cadets or the scouts which are outside of the home. This helps to build relationships outside of the home and develops their confidence.

Since the previous inspection, there have been no young people admitted to or leaving this home. There have also been no notifications to Ofsted or complaints raised against the service since this time.

Information about this children's home

This home is registered to provide care and accommodation for up to seven children with emotional and/or behavioural difficulties, and or learning difficulties. This home specialises in offering long term placements to boys. There is an independent special school on site.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/11/2015	Full	Requires improvement
26/02/2015	Interim	Improved effectiveness
25/09/2014	Full	Good
10/01/2014	Interim	Inadequate 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 that staff implement the behaviour management policy. In particular to record the effectiveness of the control measure. (The Guide to the Quality Standards, Page 46 Paragraph 9.33)

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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