

Children's homes - interim inspection

Inspection date	10/02/2016
Unique reference number	SC020545
Type of inspection	Interim
Provision subtype	Children's home
Registered manager	Lucy James
Inspector	Andrew Hewston

Inspection date	10/02/2016
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 declined in effectiveness. Since the last inspection the manager has had to respond to two concerning staffing issues. One safeguarding concern did not fully follow the organisations safeguarding policy and an investigation completed without consultation with the Local Authority Designated Officer. Such practice does not fully safeguard the young people. The other incident was responded to appropriately. A new system of individualised rewards is in place, promoting positive behaviours. Records show there has been increase in rewards since the last inspection, motivating young people to be more aware of their behaviours. Recordings of sanctions have improved, but there continues to be instances where staff state that there was a 'full loss of privileges' rather than more specific information. The manager has monitored records of sanctions and signed off such incidents despite the need for increased clarity being a requirement at the last inspection. This does not fully support the development of the young people through the use of effective sanctions. Young people have made developments in their abilities since the last inspection. Individuals have improved in their academic ability due to increased levels of school attendance. There continues to be concerns relating to the sporadic nature of this attendance which could affect their ability to improve further. Young people have become increasingly involved with staff led activities, with one enthusiastically involved with horse riding on a weekly basis. This increase has also helped develop young people's self-esteem and confidence, with one involved more with friends outside of the school environment. Good contact arrangements are in place, developed from the point of their admission. Some have increased their contact with families significantly since the last inspection, developing their sense of belonging. Staff are fully supportive of contact and put good structures in place where young people are anxious about meeting family members. No young people have moved out of the home, but one new young person has been placed. The registered manager has effectively challenged the placing	

authority to provide all necessary documentation in a more timely manner. This is now in place and gives support to the production of a home based placement plan, aiding staff to meet their needs. Staff have worked well to respond to a range of health and clothing issues that were of concern at the point of their admission. A strategy meeting to examine the poor admission process has been completed, further challenging the placing authority. This highlights the registered manager's and staffs' determination to respond to the young person's needs.

Visits completed by the independent visitor assess the home well and highlight areas for possible development. The registered manager and staff team respond effectively to all areas raised. Internal monitoring systems are good, examining records, planning as well as the physical environment. The six monthly document is well summarised and includes an assessment of the home and where improvements are planned for.

The one complaint that the home has received has been fully examined. The young person has received a full explanation in response to the issue raised, ensuring that their views are listened to and action taken.

The staff team work well to respond to the differing behaviours of the young people. Some of these are very challenging and the weeks prior to the inspection have seen a significant rise in the use of restraint. For the majority of young people their levels of restraint have decreased since the last inspection. Incidents are well recorded within both the home's log, and the individualised incident reports. Good analysis is completed on the incident, examining how it could have been better responded to and includes comments from the young person regarding the incident.

Where significant incidents occur the manager quickly informs all necessary parties, ensuring that they are up to date with activities in the home.

The staff team work well with a range of differing agencies that support the young people. Health appointments are fully completed and their mental health is supported through effective therapeutic counselling. The Police regularly visit the home and have a good insight into the possible risks relating to the residents. Staff are frequently in touch with social workers and parents, keeping them up to date with the development of their young people where appropriate.

One requirement and five recommendations, to develop good practice, were made at the last inspection. The requirement relating to sanctions shows improvement in recordings but is not fully met. The manager has completed training in the supervision of staff, ensuring that they are now able to be supported by a qualified person.

The home's locality risk assessment has developed, including up to date information relating to the home and the surrounding area. An enhanced admissions risk assessment now includes information relating to those already resident. These improvements subsequently decrease possible risks to the young

people.

Recordings relating to the young people have improved in their clarity and detail. Giving the reader a greater awareness of their time at the home. The six monthly monitoring of the home and records has been completed and well summarised, showing an awareness of the development of the home and the challenges it has overcome.

Information about this children's home

The home is part of a large private organisation. It offers care up to five young people primarily with emotional and behavioural difficulties. It is set within a residential environment.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/09/2015	CH - Full	Good
25/03/2015	CH - Interim	Improved effectiveness
03/10/2014	CH - Full	Good
28/02/2014	CH - Interim	Satisfactory Progress

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

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 (England) Regulations 2015 and the *Guide to the children's homes regulations including the quality standards*. The registered person(s) must comply with the given timescales.

Requirement	Due date
12: The protection of children standard In order to meet the protection of children standard the registered person must ensure that - 2(a)(vii) staff are familiar with, and act in accordance with, the home's child protection policies	05/03/2016

Recommendations

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

- Ensure young people are be in full-time education whilst they are of compulsory school age, unless their personal education plan contained within the care plan or other relevant plan states otherwise. The home must aim to support full time attendance at school unless the child's relevant plan indicates this is not in their best interests (The Guide to the Quality Standards Page 28 paragraph 5.4)
- Ensure any sanctions used to address poor behaviour are be restorative in nature, to help children recognise the impact of their behaviour on themselves, other children, the staff caring for them and the wider community. In some cases it will be important for children to make reparation in some form to anyone hurt by their behaviour and the staff in the home should be skilled to support the child to understand this and carry it out. (The Guide to the Quality Standards Page 46 Paragraph 9.38)

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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