

Inspection report for children's home

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Inspection date	05/02/2013
Inspector	Dawn Bennett
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	03/10/2012
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Service information

Brief description of the service

This children's home provides care and accommodation for up to five young people of either gender who have emotional and/or behavioural difficulties. The home is owned by a private company.

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.

Progress

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

The judgement at this home's last full inspection which took place in October 2012 was good. One requirement and two recommendations made as a result of the last inspection have all been met.

Young people continue to make positive progress in many aspects of their lives in line with their individual placement plan and their views, wishes and feelings. They each have a key worker who meets with them on a regular basis to ensure they are happy and who supports them to progress and achieve their aims and objectives.

The service continues to positively impacts on young people's lives. The home's safeguarding practices are robust and well documented. High risk behaviours reduce and young people successfully learn alternative coping strategies. They become more emotionally resilient and re-establish and strengthen relationships with family and significant others; for example, positive contact with family members over holiday periods and stable friendships in the locally community.

Young people make clear and positive progress in developing appropriate

independence skills and knowledge that successfully prepares them for adult life. They are enabled to become active, independent and to live within their financial means in their local community. For example, they gain employment taking on paper rounds, make their own pack lunch to take to college and, when ready, manage their own food budget and cook their own meals.

There are effective systems, policies and procedures in place to monitor and develop quality of care. The Registered Manager provides insightful leadership to a professional, caring staff team. Staff are very competent, experienced, well-organised and supported within the home. All have attended induction and mandatory training provided by the organisation. However, the staff team have not experienced any additional training. Either in relation to the specific needs of a child placed; the specific role or position of a member of staff; or to progress on beyond NVQ level 3 or equivalent. This means that training and development is not always effective in supporting staff's continuing development. It has not, however, impacted on the positive progress and outcomes of young people.

The quality of the service continues to be developed with the involvement of staff and young people. For example, they have decorated and refurbished individual young people's bedrooms. They have also reviewed responses to inappropriate behaviours, which has resulted in a significant reduction in consequences being given to young people.

A key strength of this home continues to be the partnership work they undertake with families and other agencies, such as the police and youth offending service. They describe, 'effective communication with the staff team', 'appropriate sharing of information', 'knowledgeable staff' and 'good support for young people appearing in court'.

Areas for improvement

Recommendations

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

- ensure there is a good quality learning and development programme which staff are supported to undertake. It includes, post qualifying training and in-service training to enhance individual skills and to keep staff up-to-date with professional and legal developments. Staff are equipped with the skills required to meet the needs of the children and purpose of the setting, and training keeps them up-to-date with professional, legal and practice developments and reflects the policies, legal obligations and business needs of the home (NMS 18.1)

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*.