

Inspection report for children's home

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Inspection date	26/03/2013
Inspector	Wendy Anderson
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	05/11/2012
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Service information

Brief description of the service

This is a privately owned children's home which is registered for up to three young people with emotional and/or behavioural difficulties.

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**.

At the full inspection in November 2012, the overall quality rating of this service was judged as good. At this inspection two requirements and two recommendations for improvement were made. The home has now met all of the requirements and recommendations.

Staff personnel files now contain all the required information. This ensures that unsuitable people are prevented from having the opportunity to gain access or harm the young people placed in the home.

The staff team now all receive regular supervision at the frequency stated in the organisation's supervision policy. Records of supervisions session are clear and cover all the required areas. New staff receive supervision weekly for the first three weeks of their appointment and then move to fortnightly sessions for the next six months. This coincides with the end of their probationary period when supervision becomes monthly. This process ensures that new staff receive robust support in developing their understanding of not only the young people placed, but also of the expectations of the manager and the organisation. There was also evidence of the manager providing additional support for staff where this is required, which demonstrated the

commitment of the manager to the welfare and well-being of the team.

The home's sanction records have improved and now provide robust evidence where financial fines are imposed of the amount of the fine, the amount of the payments to be made and the duration of these payments. This ensures clarity for the manager monitoring these records as well as for the young person.

Young people and staff undertaken regular fire drills, which ensure all know what the need to do should the fire alarm sound. These drills have taken place at different times of the day including night time. There is clear evidence of young people and staff being taken through what to do in the event of fire either on their admission or the commencement of their employment at the home.

Since the last inspection there have been three incidents of restraint, all of which are clearly recorded. This enables the manager to robustly monitor if staff are using restraint effectively and appropriately. The manager and staff see the use of restraint as a last resort in managing the behaviours of the young people. The main focus of behaviour management is on positive reinforcement and the staff having in depth knowledge of the young people they work with. This includes knowing the triggers for individual young people and developing strategies to combat these. Each young person has an individual rewards programme, which is closely linked to their individual identified needs. These goals are frequently reviewed and updated by the key worker and the young person.

The home has a consultation book which staff ask significant adults involved in the young person life to comment on the care and the work undertaken by the staff team. Entries in this book from family members and professionals working with the young people are very positive about the service the home provides and the staff team.

The accommodation is maintained to a high standard. Young people are involved in choices of décor and furnishings. The pool room has recently been redecorated. The home has a warm welcoming atmosphere and young people are enabled and encouraged to personalise their bedrooms. The manager feels that by involving the young people in the décor they are given a sense of ownership and thus less likely to damage what they see as their environment and their home.

The home's development plan is young person focused and looks at positive reinforcement of behaviours linked to socially acceptable behaviours. This teaches the young people what expectation society places on its members and the consequences for them of negative behaviours. This work links with preparing them for life outside and after their placement at the home.

Since the last inspection young people have not gone missing from the home, there being two new young people placed.

The manager is developing the staff team by ensuring they receive more training around a therapeutic approach to child care so that they have a greater

understanding of the work they undertaken and to develop the skills they processes. The manager feels this will provide young people with an even better standard of care from the team. The manager is also developing the roles and responsibilities of the team, especially those team members who are able to take on a senior role in the home. The manager feels this will further improve the consistency of care especially in the manager's absence.

Since the last inspection the manager has successfully completed their registration as manager of the home with Ofsted.

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*.