

Inspection report for children's home

Unique reference number	SC024808
Inspection date	22/01/2013
Inspector	Dawn Bennett
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	09/10/2012
--------------------------------	------------

© Crown copyright 2013

Website: www.ofsted.gov.uk

This document may be reproduced in whole or in part for non-commercial educational purposes, provided that the information quoted is reproduced without adaptation and the source and date of publication are stated.

Service information

Brief description of the service

This home is registered to accommodate up to four young people of either gender. The service is owned by a private company. The purpose of the home is to offer young people a service which provides semi-independent living in a supported environment.

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 **satisfactory progress**.

The home was judged as good at the last full inspection which took place in October 2012. It is judged to be making satisfactory progress following this interim inspection. There was one requirement and four recommendations made as a result of the last inspection. The requirement has been met. However, actions to meet the four recommendations are still on-going.

Since the last inspection the previous Registered Manager has left and a new manager has been appointed and started in post. She is in the process of being registered with Ofsted.

Young people are making good progress and are being supported by a professional and respectful staff team. Young people state that the staff team is a key strength of the home. They feel staff are 'sensitive' to their needs and get the 'balance right' between 'promoting independence' and 'providing a caring, relaxed environment'. There are staff vacancies in the team. However, there are recruitment strategies in

place and sufficient staff on duty to meet the needs of the young people.

Young people are actively involved and consulted in the decoration, refurbishment and maintenance of the home. They state the house is 'welcoming and homely'. The manager and staff team continue to improve the quality and standard of the environment. The cellar and office continues to be de-cluttered. Lockable cupboards for the office and new mattresses for the staff sleep in rooms have been ordered. Plans are in place to complete decoration work in the main part of the home and in the staff sleep in rooms.

Young people continue not to have access to a computer within the home. Young people rely on their own resources or use the local library. Although using the library is appropriate and a good resource for young people in the future, it is not always available. It also does not enable staff to teach young people how to use the computer safely because it is difficult to discuss some private, sensitive issues in such a public space.

Staff are well supported in their roles through regular supervision and staff meetings. They have not, however, had their performance individually and formally appraised. The newly appointed manager is in the process of addressing this shortfall. All staff have a date for their annual appraisal in February 2013. This will enable the manager to undertake three supervision sessions with each staff member before she appraises their practice.

Since the last inspection most staff have completed their mandatory training. The one staff member who has not completed has dates to attend relevant training. The newly appointed manager is in the process of compiling a training matrix to ensure there is a clear overview of staff training needs. Staff have experienced some training additional to the mandatory training which will enhance their practice and the care they provide to young people. The manager is exploring further training opportunities for her senior management team to ensure their professional development.

Areas for improvement

Recommendations

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

- ensure the home provides a comfortable and homely environment and is well maintained and decorated (NMS 10.3)
- ensure young people have access to a range of educational resources to support their learning and have opportunities beyond the school day to engage in activities which promote learning (NMS 8.2)
- ensure all staff have their performance individually and formally appraised at least annually and this appraisal takes into account any views of the children the

service is providing for (NMS 19.6)

- ensure there is 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 then up-to-date with professional. legal and practice developments and reflects the policies, legal obligations and business needs of the home. (MNS 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*.