

Inspection report for children's home

Unique reference number	SC025664
Inspection date	08/01/2013
Inspector	Seka Graovac / David Kidner
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	20/06/2012
--------------------------------	------------

© 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 is a privately owned home. The company has two other children's homes registered with Ofsted and some other services that focus on promoting young people's independence. This home is registered to provide care and accommodation for up to three young people with emotional and 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**.

The home had a full Ofsted inspection in June 2012. The overall effectiveness was judged as good. However, two requirements and three recommendations on how to improve the service were made. All identified weaknesses related to the leadership and management and this aspect of the service was judged as adequate. The management was asked to revise the Statement of Purpose and ensure that staff receive regular supervision and appraisal. It was recommended that the manager obtains an appropriate qualification in management, that staff are kept up to date with professional and legal developments and that there is a written development plan for the service. The organisation took the requirements and recommendations seriously. All shortfalls have been appropriately addressed and improvement of the service has been clearly achieved.

The Statement of Purpose, the policies and procedures included in the staff handbook and the training material for staff have been reviewed and revised. All documents have been brought up to date with the current legislation and government guidance on good practice. Staff have been made aware of the changes.

They have received good management support and relevant training. In the recent months, the management has put emphasis on developing better staff understanding of safeguarding and promotion of children and young people's welfare. One of the recent training sessions focused on sexual exploitation of children and young people. This was an in-house session that aimed to deepen staff awareness of the subject and improve their ability to identify the risks, spot the signs of exploitation and provide sensitive support.

The daily handover record clearly demonstrates that the support to children and young people is delivered within the comprehensive risk assessment framework. Promoting positive outcomes for young people and ensuring their safety has remained at the forefront of the service. An assessment relating to lone working is completed on a daily basis. The consistency and quality of the support has been improved by not using agency staff. The home has been effective at providing stable placements. Staff have continued to develop positive relationships with young people based on trust. This has led to the reduction of the incidents of young people going missing. When young people are absent without authority, they answer the phone and speak to staff. There have been no major incidents, complaints or concerns relating to bullying or child protection.

Underpinned by high quality individual support, young people have continued to make good progress in various aspects of their lives. Depending on their individual life stories, some young people have focused on gaining educational achievements, while others have improved their behaviour, social skills and independent living skills. Staff are very keen for young people to understand the high value of education and its impact on their lives now and in future. The home has continued to work in close partnership with other professionals and to challenge any barriers to young people's progress. Young people report being listened to and supported well.

The management reinforces good quality staff practice through regular individual supervision and team meetings. The frequency of supervision meetings has been increased and these are now done on a monthly basis. Each staff member has had their performance appraised and developmental targets set for the current year. The Registered Manager and their deputy are working towards a Level 5 Diploma in Leadership for Health and Social Care and Children's and Young People's services. The leadership and management of the home has been strengthened by the appointment of another experienced manager, who intends to register with Ofsted in near future.

The managers of this home meet regularly with the managers of other homes belonging to the same organisation to share good practice. Within multi-agency and working together framework, continual improvement of the service is high on the organisation's agenda. As recommended, the home has formalised and recorded an annual development plan for 2012/13. The management is reviewing the usefulness and effectiveness of the current process that is in place for the review of the quality of care and how it feeds into the development plan. In accordance with the plan, significant improvement has been achieved in the quality of the environment. The

kitchen has been fitted with new work-tops and many areas of the home have been re-decorated.

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*.