

Children's homes – Interim inspection

Inspection date	22/02/2017
Unique reference number	SC025747
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	The Together Trust
Registered provider address	The Together Trust Centre, Schools Hill, Cheadle, Cheshire SK8 1JE

Responsible individual	Jill Sheldrake
Registered manager	Lillian Adamson
Inspector	Mark Kersh

Inspection date	22/02/2017
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 judges that it has improved effectiveness. The requirement made at the last inspection, in relation to the statement of purpose, is met. The statement of purpose has been revised, sent to Ofsted and now accurately reflects the staffing arrangements in the home. The recommendation made at the last inspection, in relation to a workforce plan, is met. At the last inspection, the manager was asked to consider increasing staff should another young person be accommodated in the home. Two members of staff have been recruited to fill the two vacant posts. Staff are experienced, qualified and sufficient in number to meet the needs of the young people. One young person has moved into the home since the last inspection. The management team considered the impact that this admission would have on the existing young person living in the home. The management team managed this transition carefully to allow the young person to settle into the home. The staff team gained extensive information and completed suitable training to help to support both young people in the home. No young people have moved on from the home since the last inspection. Young people are settled in the home and making very good progress. They respond to the nurturing and individualised support that they receive from staff. Relationships between young people and staff and between the young people themselves are strong. This is achieved through warmth and good humour being provided to the young people. Both young people were positive about their experiences in the home. One young person said, 'Everything is good here and I am looked after very well.' The other young person said, 'We all get on. Food is great and we get to do lots of things with the staff.' Both young people are engaged in their education on a full-time basis and are making good progress. Education provision is tailored to meet their specific needs, enabling them to benefit from specific supported programmes designed to promote their attendance and achievement. Good systems are in place to ensure that there is effective communication between the home, schools and parents. This means that there is good preparation and agreement between professionals and young people's families. This helps to ensure that young people's education attainment is consistently reinforced and celebrated. Young people are supported to have good-quality contact with their families. When	

disputes arise, the management team arranges meetings with parents. This ensures that the home and young people's parents can agree amicably what is expected of each other. A parent confirmed that the care and support provided to her son 'is very good'. Young people enjoy time away from the home with their families and also join other young people, from a neighbouring home, with staff for days out and activities.

Young people benefit from a focus on their emotional needs and they participate in weekly therapy sessions from a professional external agency. Staff's close liaison with this team and the professional therapist's presence during team meetings enable care to be delivered to young people in line with agreed strategies and plans.

Young people have comprehensive care plans which are put in place before they are admitted to the home, and which are made in consultation with families, schools, external professionals and placing social workers. These plans contain their assessed needs and clearly detail how these needs will be met. When necessary, these plans are reviewed and amended effectively.

Young people are protected by robust safeguarding arrangements. High supervision levels mean that staff are always with the young people and respond quickly to any issues arising. As a result, there have been no serious incidents. Staff are aware of, and respond well to, the needs of each young person. Young people's behaviours are understood in the context of individual need, and behaviour management strategies are implemented accordingly. As a result, there have been no restraints, significant incidents or issues of young people being missing from the home. Young people know what is expected of them and what they, in turn, can expect from staff.

Young people's safety and protection are effectively considered on a daily basis by the staff team. Young people confirmed that they feel safe in their home and with the staff that look after them. The registered manager and assistant manager provide good day-to-day direction and support to the staff team to ensure that care practice and routines are matched to the changing risks and needs of each young person. Staff are well informed, follow clear risk management strategies and work effectively in partnership with the external professional agencies.

The home provides a safe environment for young people who have experienced unpredictable and unsafe situations in their pasts. Through close supervision from caring staff, each young person develops a sense of safety and trust in the staff who care for them. Staff receive up-to-date safeguarding training that includes training in child sexual exploitation and attachment and trauma. Staff demonstrate their competences in their understanding of safeguarding and their knowledge of the safeguarding procedures.

The registered manager provides strong leadership and management and she places the needs of the young people at the forefront of practice. The registered manager and assistant manager work well together and prioritise the needs of the young people. They are reflective practitioners who value external support, which

helps them to understand how they can improve the services provided to young people. Regular staff supervision is focused on safe-care practice. The manager's close observation of staff practice means that she can monitor the safeguarding culture and the day-to-day care provided to the young people.

The independent person completes monthly visits and submits timely reports that reflect the views of the young people and their progress. This type of monitoring has been effective in highlighting the positives and areas of improvement for the home. The management team effectively uses this information along with its own monthly audits to construct a comprehensive development plan.

The home remains very stable and well managed. It is decorated and furnished to a high standard and provides young people with a homely environment. Young people are benefiting from high standards of care, are kept increasingly safe and are achieving positive outcomes.

No requirements or recommendations are made at this inspection.

Information about this children's home

The home is registered to provide care and accommodation for up to three young people who may have emotional and/or behavioural difficulties.

The home is privately owned.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/10/2016	Full	Good
29/03/2016	Interim	Not judged
17/03/2016	Interim	Not judged
23/02/2015	Interim	Sustained effectiveness

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 that 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 whom 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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