

Inspection report for children's home

Unique reference number	SC028460
Inspector	Sandra Jacobs-Walls
Type of inspection	Interim
Provision subtype	Children's home

Registered manager	Valerie Lorraine Campbell
Date of last inspection	15/12/2014

Inspection date	05/03/2015
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Previous inspection	good
Enforcement action since last inspection	none

This inspection

This home was judged good at the last full inspection. At this interim inspection Ofsted judge that it has **sustained effectiveness**.

At the previous inspection conducted in December 2014, two requirements were made. These related to the revision of the home's children's guide and to ensure that all staff are enrolled to complete the required formal residential care qualification. Since this time, the service has amended the children's guide significantly. The document is greatly improved with creative, attractive pictures and graphics with relevant, easy-read information. The Registered Manager has enrolled relevant staff to complete child care training at diploma level.

In addition, the previous inspection raised two recommendations. These related to staff's communication with the LADO and to ensure the home's restraints log is in compliance with the regulations. The inspection notes that staff have a better understanding about the role of the LADO, however, the home's restraints log requires further revision.

Since the last inspection a fourth young person has been admitted. The home's care planning processes are effective and young people's placement needs are established early on in placement negotiations. Placement planning meetings are consistently convened to ensure the service is aware of and is able to meet young people's identified needs. Staff ensure they receive comprehensive information from placing authorities to help achieve placement goals. Staff work in close partnership with local authority representatives and other involved professionals to ensure information is shared and placement issues are thoroughly explored.

The Registered Manager is appropriately skilled and experienced to manage the home. She is currently undertaking level 5 management training together with the home's deputy. Staff training opportunities are good; all staff previously not enrolled on to child care diploma courses have now done so.

Young people continue to benefit from their time at the home and most make good progress. The outcomes for young people improve the longer they remain in placement. All young people have educational provision in place. Some have showed an increased interest in their learning options than previously, committing to attend courses they have identified for themselves. Predicted GCSE exam results for some young people are very encouraging. Young people live healthy lifestyles. Staff continue to monitor health care plans and ensure primary and any specialist health care services, such as sexual health advice and support are readily accessed by young people. Young people have good access to mental health support services if they so wish.

The home's current residents are older young people. For most, care plans have a focus on developing practical skills in their preparation for adulthood. Some young people now show a keen interest in this area of their development and actively engage with the home's semi-independence programme. Young people are encouraged to budget and manage their own finances, complete household chores such as laundry and keeping their private space hygienic and some regularly cook meals for themselves. This is a significant development as for some of the young people the medium term plan is for them to move on from the home.

Young people are protected by the service. Staff continue to receive support and training around safeguarding issues and this features in the induction of newly recruited staff. Newly employed staff members are robustly vetted, to ensure they are suitable to work with young people. Managers continue to deliver and identify training opportunities focussed on safeguarding to ensure staff are familiar with child protection policies and procedures. Staff respond appropriately to incidents when young people are absent without permission or are deemed missing. Critical incidents are managed well and these are less frequent than in the past. There are clear and detailed risk assessments and behavioural management plans on file. These are personalised to ensure they address the individual risks and behaviour of each young person. Staff make appropriate use of sanctions and rewards to promote positive behaviour. Since the last inspection no young person has been restrained. However review of the home's restraints log, highlights the need for further revision to ensure any restraint documentation is in compliance with the regulations. This is a repeat recommendation.

The home's monitoring systems are effective in ensuring the home maintains a good standard of care. Both regulation 33 and regulation 34 monitoring reports are completed regularly and provide the service with good opportunities to review the effective function and operation of the home. Where shortfalls are highlighted, remedial action is promptly taken. The Registered Manager has delegated key monitoring tasks such as medication and file review to individual staff members to encourage ownership of work tasks and performance; and to facilitate the collective review and development of the service. The home makes good use of its independent consultant, to assist develop service provision. The leadership and management of the service is good. This enhances continued service improvement,

resulting in good quality care and positive outcomes for young people.

Information about this children's home

This children's home is privately owned. It is a family business and a majority of the staff are family members. The home is registered to provide care and accommodation for up to four children and young people who have emotional or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
15/12/2014	Full	good
12/02/2014	Interim	good progress
10/10/2013	Full	adequate
09/01/2013	Interim	good progress

What does the children's home need to do to improve further?

Recommendations

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

- ensure that staff understand the nature of records maintained. In particular, that the home's recording log of restraints is in compliance with Regulation 17B. (NMS 22.1)

What inspection judgements mean

At the interim inspections 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

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 main strengths, any areas for improvement, including any breaches of regulation, and any failure to meet national minimum standards. The judgements included in the report are made against the framework of inspection for children's homes.