

Children's homes - Interim inspection

Inspection date	12/01/2016
Unique reference number	SC028460
Type of inspection	Interim
Provision subtype	Children's home
Registered manager	Valerie Campbell
Inspector	Christine Kennet

Inspection date	11/01/2016
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 judge that it has improved effectiveness. This home consistently improves its effectiveness by listening to feedback from young people, professionals and the external monitoring systems in place to evaluate practice. The registered person has met the recommendation made at the last inspection in July 2015 in respect of young people's safety when they go missing and ensuring the offer of return interviews on their return to the home. The Registered Manager works directly with the metropolitan police officer with responsibility for missing young people and child sexual exploitation in the borough. In addition the home works closely with placing authorities and requests strategy or professional meetings where missing from home is an issue, to consider other factors such as exploitation or gang association. This partnership approach ensures the home is compliant with the most recent guidance and that policy and procedure reflects this, giving staff correct information and action plans to keep young people as safe as possible. Since the last inspection, one young person successfully moved into independent living, with close support from the home and with a positive transition plan in place. This young person passed five GCSE's during the summer and gained a place at college to progress onto further education. For another young person who was admitted to the home it became quickly apparent that the young person's placement needs were too complex and a planned move to a more appropriate setting took place. This prompt action was driven by the homes care planning processes. The home is at full capacity and young people continue to benefit from their time here and most make good progress. Placements tend to be long term. This home does not easily give up on young people and as they settle, they improve their outcomes. All young people have educational provision in place, two who were previously having home tuition, now attend college in the community. Educational achievement is actively encouraged. For example, additional maths tuition provided by the home during the summer holiday helped to increase confidence in this	

subject area. Online courses and training is also on offer to young people while they wait for arrangements that are more permanent.

There is close partnership working with the youth offending service, local drug and alcohol services, education and other specialist health care services such as sexual health advice. Staff encourage young people to lead healthy lifestyles, to attend health care appointments for routine issues such as dental and optical check-ups and to have annual health checks. Young people are encouraged to access support from mental health support services if they wish. In February, a psychologist will join the team to offer advice and guidance in care planning, behaviour plans and risk assessments. There will be opportunities for young people to access this service directly or for staff to seek support and strategies in managing young people's needs.

Young people feel protected by the service and say they feel safe living in this home. Staff have received training in child sexual exploitation and missing from home since the last inspection and the next training is on gang association. Due to the area and the specific vulnerabilities, de-radicalisation training and 'legal high' training is recommended for staff to ensure young people remain safeguarded in all areas. Staff respond well and are knowledgeable about when young people are absent without permission or are missing from home.

Case files contain detailed risk assessments, which inform behavioural management plans. Regular updates take place and a chronology alerts staff to when updates took place. Files document good progress, with creative questionnaires on life issues and individual targets set for young people.

There are no recorded restraints since the last inspection. Staff make appropriate use of rewards and sanctions, although rewarding positive behaviour is the favoured approach and is effective.

New staff members go through robust vetting processes to ensure their suitability to work with young people. On occasions, agency workers work some shifts. The Registered Manager attempts to use consistent workers so that young people are familiar with people coming to the home. Although all formal checks are provided by the agency, it is recommended that agency staff provide photographic documents when they arrive to work shifts to ensure their identity.

The home's monitoring systems ensure good quality of care and standards. Regular monitoring reports, completed by an independent person help the home to identify where practice needs to improve. The Registered Manager completes a quality of care report every six months and is always actively looking for ways to improve the service. The leadership, management, and independent monitoring of this service is good.

Information about this children's home

This home is a family owned business which provides care and accommodation for up to four young people with emotional and/or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
22/07/2015	Full	Good
05/03/2015	Interim	sustained effectiveness
15/12/2014	Full	Good

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

Recommendations

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

- Ensure as set out in regulations 31-33, the registered person is responsible for maintaining good employment practice. They must ensure that recruitment, supervision and performance management of staff safeguards children and minimises potential risks to them. In respect of ensuring the photographic identity of agency workers. (The Guide to the Quality Standards, page 61, paragraph 13.1)
- The registered person should ensure that staff can access appropriate facilities and resources to support their training needs, and should understand the key role they play in the training and development of staff in the home. In relation to providing training on de-radicalisation and legal highs. (The Guide to the Quality Standards, page 53, paragraph 10.11)

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 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 who 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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