

Children's homes – Interim inspection

Inspection date	30/01/2017
Unique reference number	SC028598
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	Ja Nailah Limited
Registered provider address	Nailah House, 19 Pentire Road, London E17 4BY

Responsible individual	Jennifer Lapompe
Registered manager	Jennifer Lapompe
Inspector	Barnaby Dowell

Inspection date	30/01/2017
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 Sustained effectiveness. One requirement and two recommendations resulted from the full inspection of the home. The home has achieved partial compliance with the requirement; this is repeated at this inspection. The home has addressed both recommendations. There is one new recommendation arising from this inspection. Managers are completing a programme of staff appraisals. This programme is planned to conclude at the end of March 2017. Staff report that morale is high in the home, with excellent support, training and supervision offered by managers. The staff team remains stable, with no departures and the successful integration of two new permanent staff members. This provides consistency for young people. Staff understand the ethos of the home and speak fondly of the benefits of 'nurturing and building aspirations of young people'. Staff seek to build confidence in young people and allow them to build the strength and resilience to make positive decisions for themselves. Safeguarding practice continues to improve. Independent return-to-care interviews now occur more regularly, and staff proactively seek feedback following the interview. Patterns in missing behaviour are monitored by managers. These improvements have coincided with a significant reduction in missing episodes and increased levels of stability for young people. There is only one recorded overnight absence since the last full inspection. The most recent admission to the home occurred without a full risk assessment. Staff did not seek feedback from the previous placement or obtain a copy of the local authority care plan prior to admission. This resulted in a poor assessment of the impact on other young people. Apart from this one incident, admissions are generally handled well and in accordance with the statement of purpose. Despite increasing the capacity of the home to five young people, managers have limited admissions to four. Case files show managers taking effective action when young people are not engaging and are proving disruptive. The behavioural management system is consistent and effective and supports good levels of behaviour. Young people understand why sanctions occur and are able to apologise after a period of reflection. Feedback from professionals and young people is very positive. One professional	

commented, 'Staff offer an excellent quality of care and great understanding.' Young people are equally positive and describe a strong community dynamic in the home. One young person commented, 'I like it here. This is a good place. The staff are really good to you.' They enjoy a wide range of activities, such as trips to the cinema and to a local amusement park.

Young people settle in quickly and develop strong attachments to staff. They speak positively about the size of the bedrooms and the ensuite facilities. Despite experiencing a very difficult few months, one young person has reduced self-harming behaviour and maintained a high level of school attendance. This is supported by excellent partnership work with the relevant school provision and good levels of challenge to the placing local authority. Attendance is monitored on a daily basis.

Key work is regular and effective. Staff address difficult issues with extreme sensitivity via well-planned and effective key work sessions. This helps young people to manage their own behaviour, self-regulate and further reduce any risk-taking behaviour. Young people make progress in addressing previously difficult relationships with their families. This helps to reduce their anxieties and maintain placement stability.

Information about this children's home

A limited company provides this home. It provides care and accommodation for up to five young women who may have emotional and/or behavioural needs. The home offers its service to expectant women and young mothers who are able to reside at the home with their babies for a specified amount of time.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/11/2016	Full	Good
16/03/2016	Interim	Sustained effectiveness
18/09/2015	Full	Good
18/02/2015	Interim	Improved effectiveness

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

Statutory requirements

This section sets out the actions which must be taken so that the registered person(s) meet(s) the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
33: Employment of staff The registered person must ensure that all employees have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33(4)(c))	31/03/2017

Recommendations

To improve the quality and standards of care further, the service should take account of the following recommendations:

- The registered person should only accept placements for children where they are satisfied that the home can respond effectively to the child's assessed needs as recorded in the child's relevant plans and where they have fully considered the impact that the placement will have on the existing group of children. ('Guide to the children's homes regulations including the quality standards', page 56, paragraph 11.4)

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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