

Children's homes inspection - Full

Inspection date	23/06/2015
Unique reference number	SC033326
Type of inspection	Full
Provision subtype	Children's home
Registered person	Kirklees Council
Registered person address	Kirklees Council, 30 Market Street, HUDDERSFIELD, HD1 2HG

Responsible individual	Mr Paul Johnson
Registered manager	Mr Martin Steele
Inspector	Mrs Yates

Inspection date	23/06/2015
Previous inspection judgement	Sustained Effectiveness
Enforcement action since last inspection	None
This inspection	
The overall experiences and progress of children and young people living in the home are	Good
The children's home provides effective services that meet the requirements for good.	
how well children and young people are helped and protected	Good
the impact and effectiveness of leaders and managers	Good

SC033326

Summary of findings

The children's home provision is good because:

- The home has strong and committed leadership that is clear about how to provide individualised, good quality care for young people. The staff are experienced and skilled in their understanding of young people's needs.
- Through consistent and reliable support young people develop emotional resilience and their relationships with people important to them improve. They develop strategies to positively manage their emotions and this has a beneficial impact upon their attendance at school.
- Young people's outcomes have improved through living at the home. They become increasingly safe through the choices they make and the advice which they accept from staff.
- Young people are listened to and their views influence the care they receive. They feel valued and their individual needs are recognised and nurtured by the staff. Insightful approaches are used to inform the plans for their care.
- The staff actively advocate on behalf of young people and they receive the services and support they require from other agencies. Their personal interests are fully supported and maintained. They are encouraged to try new and challenging experiences.
- Areas for improvement are identified. These do not currently impact upon the welfare of young people.

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 meets 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 with the given timescales.

Requirement	Due date
12. The protection of children standard (2) In particular, the standard in paragraph (1) requires the registered person to ensure- (C) that the premises used for the purposes of the home are located so that children are effectively safeguarded (Regulation 12 (2)(c)). In particular that an assessment of the home's location is completed.	10/07/2015
The registered person must compile in relation to the children's home a statement ("the statement of purpose") which covers the matters listed in Schedule 1 (Regulation 16 (1)). With particular reference to the experience of staff employed at the home.	10/07/2015

Recommendations

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

- For children's home to be nurturing and supportive environments that meet the needs of children, they will, in most cases be homely, domestic environments (The Guide to the Quality Standards, page 15, paragraph 3.9). With particular reference to the children's bedroom doors requiring repainting, the outside of the home being kept in good order and the increased provision of soft furnishings within the home.

Full report

Information about this children's home

The home is owned and operated by a local authority. It is registered to provide care and accommodation for six young people who experience behavioural and emotional difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/01/2015	Interim	Sustained Effectiveness
24/07/2014	Full	Good
04/02/2014	Interim	Inadequate Progress
07/07/2014	Full	Adequate

Inspection Judgements

	Judgement grade
The overall experiences and progress of children and young people living in the home are	good
Young people new to the home and in a period of transition to further training have successfully completed exams. Previously their attendance was extremely low, compounded by daily missing from home incidents. With support from the staff they have quickly identified post-16 courses and express aspirations for their future careers. These include engineering, sports studies and nursery work. Young people speak positively about the support they have been given in helping them to achieve their goals and develop the skills they will need into young adulthood. Young people are treated as individuals with unique needs and strengths. This good quality care is reflected in detailed plans, the trusting relationships that are achieved and the positive choices young people increasingly make. One young person commented, 'Staff do a really good job. I think the staff are really nice and understanding of each and every one of us and our situations' and, 'Everyone in the house has someone to talk to, everyone has someone they are drawn to in a trusting way.' The home is fulfilling its Statement of Purpose to ensure that, 'All young people will be considered as individuals, different and above all equal with unique needs and potentials.' Young people learn to positively manage their emotions and successfully negotiate relationships. As a result of this support some young people have benefited from increased educational hours as threatening and disruptive incidents within school have decreased. One independent reviewing officer (IRO) commenting on the progress of one young person said, 'X can ask for things now without using aggression and this is about him being able to make trusting relationships.' With support from staff, all young people have benefitted from increased and improved family contact. Family and friends are encouraged to visit the home. This strengthens their sense of belonging and identity. Their sense of positive identity is further enhanced by the support given to their individual talents, such as rugby and football. Young people's views are listened to and acted upon. They have choice in food, room décor, weekly activities and how they would like to be responded to. They also have their views taken into account when planning future events such as summer holidays. For example, young people expressed a wish for them all to go as one group rather than smaller groups. This suggestion has been agreed by the staff and manager. Any complaints that young people may make are responded to promptly by the manager and resolved. One member of staff commented, 'If we didn't listen it would be pointless us being here.'	

Young people's emotional and physical health has improved since living at the home. They are given access to routine and more specialist support such as child and adolescent mental health services, sexual health advice and alcohol and drug support agencies. They also benefit from gym membership, which they make use of, team sport activities and cycling. They are also given opportunity to take part in more challenging experiences such as walks in Wales and the Lake District.

	Judgement grade
How well children and young people are helped and protected	good
Young people say that they feel safe and are safe living at the home. This view is also shared by both IRO's and social workers. Some young people with a previous history of daily missing from home incidents and drug and alcohol misuse make good progress in making positive and safer choices. This progress is underpinned by the staff understanding the risks, responding appropriately and close liaison with other professionals. Young people say that they trust the adults who care for them and they experience good levels of support. These relationships are positive and are valued by the young people. The responses offered by staff to young people are informed by careful assessment and understanding of past trauma and experiences. Plans are highly detailed and understood well by the staff. Young people are involved in drawing up and agreeing any sanctions which might be necessary. The range of sanctions that are applied are creative and meaningful. For example, any damage caused within the home can be addressed by the young person assisting to repair it or sourcing the trades person for the job. Reparation also includes assisting with gardening or producing artwork for the home. Physical intervention is rarely used or required as sensitive and early de-escalation is effectively used by staff. Young people are helped and encouraged to experience positive challenges. For example, some young people have recently been walking in Snowdon and are currently undergoing training for walking Helvellyn in the Lake district. These experiences provide new accomplishments which contribute to their self-esteem and sense of achievement. They also provide shared quality experiences between the staff and young people. Young people new to the home say they were welcomed and that in a short period of time have settled in. Staff work hard in ensuring young people are given immediate and appropriate care to meet their needs. These positive early	

experiences for young people prepares for longer-term trusting relationships to be established.

	Judgement grade
The impact and effectiveness of leaders and managers	good
The Registered Manager is suitably qualified, experienced and has been manager of the home since 2012. He leads a team of dedicated staff. He demonstrates good insight into the needs of the young people and their progress is very much central to the running of the home. He is clear about the priorities and the necessary steps to embed continuous improvements. At the previous inspection a recommendation was made to ensure that staff understood the homes behaviour management policy. This has been fulfilled and progress has been made with regards to each young person having individualised positive handling plans. Staff are aware of each young person's plan. The manager has established good oversight in understanding both the starting points and progress of all the young people. For example, he is not only concerned with general overview but the detail of their progress. He reads, makes comment and signs each keyworker session completed with young people. Added to this he regularly reviews this progress on a three-monthly basis. These systems provide the manager with detailed knowledge of progress and in doing so quickly identifies any changes which need to be made. This ensures that care is individualised, responsive and timely. Close consideration is given to young people's progress and the care is adjusted in light of this monitoring. For example, the allocation of keyworkers is carefully considered by the manager and the quality of those relationships forms an important part of the care given. As a result, all young people enjoy trusting relationships with key members of staff and make progress from their starting points. The staff are given suitable support and continuous feedback via supervision and appraisal. The manager is available to the staff and young people and he is aware of all aspects of their daily lives. He is concerned with the quality of care that they receive. For example, feedback has led to an increase in the amount of 'relaxation' time that is spent with young people in the evenings. Close monitoring of sanctions used has resulted in greater evaluation of their effectiveness and greater involvement from young people. The manager has a good understanding of the strengths and weaknesses of the	

home and is committed to embedding and strengthening the changes identified. Most recently the staff have begun to integrate into their work with young people an approach which fully appreciates their complex histories. By doing so, plans to address their needs are highly individualised. Staff responses to the challenges some behaviours can bring, are thoughtful and carefully considered. As a result young people feel valued and responded to as individuals.

The care offered to young people draws upon a varied and appropriate mix of skills and experience. Staff are encouraged to integrate their own interests and strengths into the care they offer. For example, staff connections with charities resulted in some young people joining a midnight walk for a local hospice.

Overall the home is reasonably furnished and maintained, although would benefit from repainting in certain areas and additional soft furnishings. For example the young people's bedroom doors are all noticeably scratched and some with graffiti on. One young person suggested that more pictures and cushions would add to a more 'homely' feel.

The home are fulfilling their Statement of Purpose with regards to the outcomes for young people and the quality of care provided. The statement however does not detail the experience of the staff as required in regulation and limits the insight provided to placing social workers as to the suitability of the home.

At the previous inspection a recommendation was made with respect to the completion of the location assessment. At the time this was not completed and its preparation lacked evidence of consultation with other agencies. It was recommended that completion in a timely manner would ensure the manager and staff were fully aware of any risks to young people. This remains outstanding.

What the inspection judgements mean

The experiences and progress of children and young people are at the centre of the inspection. Inspectors will use their professional judgement to determine the weight and significance of their findings in this respect. The judgements included in the report are made against *Inspection of children's homes: framework for inspection*.

An **outstanding** children's home provides highly effective services that contribute to significantly improved outcomes for children and young people who need help and protection and care. Their progress exceeds expectations and is sustained over time.

A **good** children's home provides effective services that help, protect and care for children and young people and have their welfare safeguarded and promoted.

In a children's home that **requires improvement**, there are no widespread or serious failures that create or leave children being harmed or at risk of harm. The welfare of looked after children is safeguarded and promoted. Minimum requirements are in place, however, the children's home is not yet delivering good protection, help and care for children and young people.

A children's home that is **inadequate** is providing services where there are widespread or serious failures that create or leave children and young people being harmed or at risk of harm or result in children looked after not having their welfare safeguarded and promoted.

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 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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