

Children's homes - interim inspection

Inspection date	29/01/2016
Unique reference number	SC035518
Type of inspection	Interim
Provision subtype	Residential special school
Registered person	Sea Shell Trust Limited

Responsible individual	Mark Geraghty
Registered manager	Post vacant
Inspector	Sarah Oldham

Inspection date	28/01/2016
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 last full inspection. At this interim inspection Ofsted judge that it has sustained effectiveness. Young people continue to make good progress. Since the last inspection the new manager has taken action to begin to address the requirement in relation to ensuring continuity of staff. The staffing complement is met. However, there is long term absences of some staff. This necessitates the need to use agency staff. Wherever possible, the same agency staff are deployed and some have joined the organisations team of bank workers. In addition, regular staff have responded to the support needs of young people by completing additional cover. This has resulted in greater consistency of staff who the young people know. However, the home acknowledges this is an ongoing issue which they are addressing. The home has redesigned the recruitment strategy; enabling pre interview information events to provide clarity of role expectations to potential candidates. Along with the training manager, a comprehensive review of the induction training now provides new staff with additional training to develop skills and knowledge to meet the complex needs of young people. The home provides newly built houses, where young people had recently moved into at the last inspection.. These have now been personalised to reflect the individual interests of each young person and all provide a comfortable, homely feel of an exceptionally high quality standard. They provide space for smaller numbers of young people living together and this has enabled ongoing positive relationships to continue to flourish. Education and residential staff have the opportunity to share good practice and work alongside each other in the school and home. This further supports young people by sharing ideas and practice to promote consistent support through education and in the home. Staff demonstrate a good knowledge of each young person's needs and are committed to providing person centred care. Individual plans reflect this. Regular reviewing of plans effectively support any changes in care. Health care needs are met. Young people have access to a range of professionals, including speech and language therapists, occupational therapists and	

physiotherapists, who undertake assessments for any additional specialist equipment required. They provide staff with guidance in the use of additional aids and monitor the progress of young people. Behavioural support and guidance is provided through assessment of individual behaviours. All staff receive safeguarding training which centres on positive support, guidance and minimal intervention. Where any physical intervention is required to support and safeguard, detailed records enable oversight of interventions and strategies used.

Medication management for some young people is very complex, with reviews taking place frequently. There has been some incidents where medication dosages have not been robustly recorded and resulted in administration concerns being raised and a complaint made to the home and Ofsted. A full investigation has been completed and a detailed action plan implemented. The manager and senior managers have a medication policy in place for all staff to follow. All staff responsible for administering medication complete medication training and recording systems are subject to detailed scrutiny and oversight. Additionally, the home is investing in a medication system which further minimises the risk of medication administration errors.

A new manager is providing good leadership. She has applied to register with Ofsted in accordance with regulations. The home and organisation has had a period of transition and change. The manager, along with the senior managers is providing support to staff through this to enable opportunities for positive engagement which promotes and improves overall outcomes for young people. Regular monitoring of the service is completed. However, due to the length of time in post, the manager has not yet had time to complete a full review of the quality of care provided. She is aware of the need to do this and to share this information with Ofsted.

As a result of this inspection one requirement to ensure the home provides continuity of staff for young people is carried over from the previous inspection. A requirement has been raised to ensure the manager supplies a copy of the six monthly monitoring report to Ofsted.

Information about this children's home

This home is registered to provide care and accommodation to up to 28 may provide children with emotional and/or behavioural difficulties, learning disabilities and physical disabilities. The home is owned and run by a charitable organisation who also have a school and college on site. It is also registered with the Care Quality Commission (CQC).

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/03/2015	CH - Interim	declined in effectiveness
18/11/2014	CH - Full	Good
14/03/2014	CH - Interim	Good Progress
13/11/2013	CH - Full	Good

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
13: The leadership and management standard In order to meet the leadership and management standard, in particular reference to consistency of care for each child, the registered person must ensure – 2 (e) that the home's workforce provides continuity of care to each child	01/07/2016
The registered person must complete a review of the quality of care provided for children at least once every 6 months and supply to HMCI a copy of the care review report within 28 days on which the quality of care review is completed (Regulation 45 (1) (4) (a))	29/02/2016

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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