

Children's homes - interim inspection

Inspection date	04/02/2016
Unique reference number	SC038435
Type of inspection	Interim
Provision subtype	Residential special school
Registered person	Sunfield Children's Homes Limited

Responsible individual	Caroline Bell
Registered manager	Vacant
Inspector	Dawn Bennett

Inspection date	04/02/2016
Previous inspection judgement	Requires improvement
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 Requires improvement at the full inspection. At this interim inspection Ofsted judge that it has sustained effectiveness.	
This service was judged to require improvement at the full inspection in August 2015. Nine requirements and one recommendation were made. A monitoring visit took place in October 2015. This focused on the use of seclusion with door holding as a behaviour management strategy for four young people. This visit identified that there had been two breaches of regulations where requirements had been set at the last full inspection and had not been met. These requirements were repeated. Two new requirements and one new recommendation were also made. This inspection found actions have been taken to meet all eleven previous requirements and two previous recommendations. The management team have undertaken thorough reviews and implemented timely new strategies which are now becoming embedded into the service's day to day practice. Due to the size of this service the impact of some of these actions will take time. However, in other areas positive outcomes are already being observed. The management team continue to make progress developing systems to safeguard young people's well-being. There are now systems in place that collate reports and ensure the management team have an improved overview of staff practice, safeguarding incidents and challenging and high risk behaviours. Since the monitoring visit these systems and staff whistle-blowing have identified a number of incidents of poor staff practice. They have been appropriately referred to the Local Authority Designated Officer. Young people's placing authorities have also been informed. Staff have been suspended pending the outcome of internal investigations and disciplinary action. These incidents have not meet the threshold for a local authority safeguarding investigation. However, the outcomes are going to be discussed at a strategy meeting with the Local Authority Designated Officer and Ofsted. The purpose of this meeting is to monitor patterns and trends of poor staff practice, the effectiveness of the senior manager's investigation processes and actions taken to ensure young people receive good quality practice and care in the future.	

The management team have slowed down admissions into the home while they strengthen assessment processes. They have also reviewed the needs of young people currently placed. They have made good progress in identifying at what point staff can no longer manage young people's behaviours safely within a children's home. Seclusion is no longer a behaviour management strategy used by staff. Where necessary the management team and staff have support young people to move onto services that can better meet their needs.

Most young people with complex learning disabilities are making good progress. Planned strategies support young people to achieve their individual goals. As a result most young people have excellent school attendance and make good academic progress. They develop social skills and increase their independence through learning new personal and life skills.

The senior management team continue to work towards meeting the service's action plan. This plan is informed by good quality assurance processes. The service's registered manager post is currently vacant. There are clear and effective interim management arrangements in place. The post has been recruited to and the new appointment will start at the end of March 2016.

Timely recruitment, regular support and increased training of staff continues to be developed. Staffing levels have been reviewed by the senior management team. As a result there is a new recruitment drive and a number of newly created posts. A new supervision monitoring system has been implemented. This provides prompts for managers to ensure supervisions are completed within the required timescale. Further systems are currently being developed in order to monitor the quality of supervisions and records. Additional focused training continues to be delivered and directed at specific staff teams and positions. As well as additional training being delivered to all staff.

The responsible individual and management team continue to work to drive up standards. To create a safe environment. With a more stable, consistent and professional staff team, who are able to successfully meet the needs of young people.

Information about this children's home

This service is a children's home registered with Ofsted. It is also a residential special school registered by the Department of Education. It is run by a charity. It provides a service to boys and girls aged 6 to 19 years with severe and complex learning difficulties and behavioural needs. It offers flexible placements of 38 to 52 weeks a year for up to 61 young people. 7 of these placements are for short breaks for current students who receive day or 38 week placements. There are 12 homes within the grounds of the school. Each house is different in design, the number of young people it can accommodate and the size of the staff team.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/08/2015	CH - Full	Requires improvement
18/03/2015	CH - Interim	Sustained effectiveness
26/11/2014	CH - Full	Good
04/03/2014	CH - Interim	Satisfactory progress

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 In order to meet the protection of children standard that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure (2) (a) that staff- (i) assess whether each child is at risk of harm, taking account information in the child's relevant plans, and , if necessary, make arrangements to reduce the risk of any harm to the child; (ii) help each child to understand how to keep safe; (iii) have the skills to identify and act upon signs that a child is at risk of harm; (iv) manage relationships between children to prevent them from harming each other; (v) understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; (vi) take effective action whenever there is a serious concern about a children's welfare; and (vii) are familiar with, and act in accordance with, the home's child protection policies.	01/04/2016

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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