

Inspection report for children's home

Unique reference number	SC038780
Inspector	Amanda Ellis
Type of inspection	Interim
Provision subtype	Children's home

Registered person	Blue Mountain Homes Ltd
Registered person address	17 Leeland Mansions Leeland Road London W13 9HB
Responsible individual	Pradeep Kumar Manaktala
Registered manager	Shaun Geraghty Hicks
Date of last inspection	19/06/2014

Inspection date	21/01/2015
Previous inspection	adequate
Enforcement action since last inspection	none

This inspection

This home was judged adequate at the last full inspection. At this interim inspection Ofsted judge that it has **sustained effectiveness**.

At the last inspection in June 2014, three requirements and six recommendations were identified. Since this inspection, the Registered Manager has successfully ensured that all of these shortfalls have been fully addressed. This has improved the quality of care provision for young people.

Essential care and placement plans from placing authorities are now consistently sought and filed on young people's records. This ensures clarity for staff to provide care in line with agreed plans and ensure they are able to meet the needs young people. All records maintained in respect of young people are signed, dated and the views of young people sought. This ensures that staff and young people agree to plans and young people participate in their care planning.

Improvements to the interior of the home include the provision of new furniture and appliances, in particular new settees and a kitchen fridge. This ensures a more homely environment, which reflects good standards of care. The exterior of the home has benefitted from the garden having a new perimeter fence and the path levelled. This means the garden is a safer and more secure environment.

Young people benefit from access to advocacy services, regular young person's meetings and one-to-one sessions with staff. The combination of these meetings ensures that young people are able to express their views, wishes and choices and are enable to understand why significant wishes or concerns are not acted upon.

Improvements to independence planning ensure that eligible young people have a pathway plan that outlines actions for independence planning. The proactive staff team collaborate with social workers and leaving care services to coordinate transitions to semi-independence. Additionally, staff support young people to enable them to have the necessary skills, knowledge and understanding to successfully live

independently.

Young people have improved choices in regards to their menus, snacks and food preparation. They are able to prepare their own meals and have access to a range of healthy snacks. This means that over time, young people learn to develop an understanding of healthy diets and become self-sufficient in preparing their snacks and meals.

Staff are persistent in ensuring that the reports from statutory reviews are obtained, recommendations are acted upon and records shared with young people and filed securely. There have been no difficulties in young people's contact arrangements since the last inspection. However, the manager is clear that in the event of any difficulties, either he or an independent advocate would liaise with the placing authority to remedy any potential concerns.

Since the last inspection there have been several young people admitted to the home. All placements are planned with the Registered Manager having oversight for the admission and discharge of all young people. This means young people benefit from assessed and planned placements. Staff work proactively with social workers, youth justice workers, mental health, health and education professionals to ensure they provide care that meets the needs of young people. Consequently, multi-agency collaboration ensures young people benefit from care that meets their holistic needs.

The Registered Manager has systems in place to notify relevant agencies, including Ofsted, of significant events to ensure the protection of young people. Since the last inspection, there have been a high number of notifications in relation to the behaviours of young people requiring police intervention and young people using alcohol and legal highs. In all cases, notifications are provided as required and illustrate appropriate action is taken to follow procedures and protect young people.

Over time, young people learn to regulate their behaviours and develop improved understanding of behaviour management. The staff team work with young people to enable them to learn better strategies to manage negative behaviours. The home only use physical interventions when young people place themselves or others at risk of significant harm. Consequently, the home has low numbers of physical interventions with the young people in the home. Records of interventions are in accordance with regulations and monitored by the manager to assess effectiveness. The majority of staff has up to date physical intervention training, however some staff are awaiting refresher training. Until such time, the manager coordinates staff rotas to ensure an appropriate balance of staff on each shift. This means physical interventions are safe as they are only undertaken by suitably trained staff.

Since the last inspection, some young people have had significant numbers of missing from care incidents. In all cases, staff have implemented the homes missing from care policy and acted in accordance with locally agreed police protocols.

However, the home has not requested strategy meetings with the placing authority to review the local authority care plans. This means care planning may not be fully effective to ensure young people are kept safe. Currently, incidents of young people missing from care have significantly reduced.

The home has benefited from changes in the staff team. Several new staff recruited to the home complements the dedicated existing staff team. This means that home has sufficiency of staff and no longer relies on the regular use of relief and agency staff. New staff benefit from fortnightly supervision and mandatory training. However, new staff are not currently engaged on the Children's Workforce Development Council's induction programme. This means they do not benefit from a nationally recognised and structured induction programme.

The actions taken to successfully address the requirements and recommendations evidence the manager's capacity to improve care provision when directed. The continued care of young people with complex behaviours illustrates the homes resilience in maintaining placements of young people with highly challenging behaviours. These factors provide evidence that the home has sustained effectiveness since the last inspection.

Information about this children's home

The home is operated by a private company and provides care for up to four young people. The home is registered to provide care for young people who may have emotional or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/06/2014	Full	adequate
08/05/2014	Full	inadequate
01/08/2013	Full	adequate
19/06/2013	Full	inadequate

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

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 Regulations 2001 and the National Minimum Standards. The registered person(s) must comply with the given timescales.

Reg.	Requirement	Due date
16 (2001)	consider that when a child who is accommodated in the children's home and for whom a care plan has been prepared is, or has been, persistently absent without permission from the children's home; or is at risk of harm, the registered person shall ask the local authority that looks after that child to review that child's care plan (Regulation 16 (6))	19/02/2015
27 (2001)	ensure that all persons employed receive appropriate training, supervision and appraisal. This is with particular reference to physical intervention training for all staff. (Regulation 27 (4) (a))	19/02/2015

Recommendations

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

- ensure new staff undertake the Children's Workforce Development Council's induction standards, commencing within 7 working days of starting their employment and completed within 6 months. (NMS 18.3)

What inspection judgements mean

At the interim inspections 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

The purpose of this inspection is to assure children and young people, parents, the public, local authorities and government of the quality and standard of the service provided. The 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 relevant regulations and meets the national minimum standards.

The report details the main strengths, any areas for improvement, including any breaches of regulation, and any failure to meet national minimum standards. The judgements included in the report are made against the framework of inspection for children's homes.