

Inspection report for children's home

Unique reference number	SC043732
Inspector	Tracy Murty
Type of inspection	Interim
Provision subtype	Children's home

Registered person	Lincolnshire County Council
Registered person address	Lincolnshire County Council, County Offices Newland LINCOLN LN1 1YL
Responsible individual	Janice Spencer
Registered manager	POST VACANT
Date of last inspection	09/09/2014

Inspection date	06/02/2015
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Previous inspection	good
Enforcement action since last inspection	None

This inspection

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

Since the last inspection, the Registered Manager has left their position. Interim management arrangements are robust and being undertaken by two very skilled and competent Registered Managers from other services in the county. The Assistant Manager also provides excellent support to the staff team, pending the appointment of a new manager for the home. The recruitment process for a new manager has been initiated.

Three requirements were made as a result of the last inspection of this home. The Statement of Purpose has been reviewed and sent to Ofsted. Training has been provided for all permanent and most relief staff in relation to first aid. There is now always at least one member of staff on shift who has a suitable qualification. A new register has been implemented to show all children accommodated in the home and this now contains the required information.

Young people continue to make good progress during their time living in this home. From their starting points, they learn new skills and increase in confidence and abilities. Staff set realistic targets for each young person and closely monitor their progress. This has led to some young people now being able to brush their own teeth and meet other basic personal care needs. Their attendance and engagement in educational provision continues to be very good.

Acting managers have undertaken detailed monitoring of all aspects of the care and support provided to young people since the last inspection. This has included considering the complex and often challenging behaviours of some young people. As a result of this, there are now plans in place to make adaptations to the physical layout of the home in order to reduce the potential for young peoples' concerning behaviours to escalate.

Changes have also been made to the restraint training provided to staff. Therapeutic crisis intervention techniques have been introduced to the home by the acting managers. Staff spoken with during this inspection report high levels of satisfaction with the new techniques. Early indications are that this is leading to a reduction in concerning behaviours by young people and staff feeling better able to manage potentially difficult situations. Staff state that they feel supported by colleagues and managers during and after the use of restraint. However, records do not consistently reflect that staff have routinely been offered the opportunity to reflect on their involvement in restraints.

There have been a number of improvements made to the internal aspects of the home since the last inspection. Investment has been made to replace carpets, repaint certain areas of the home and to replace some soft furnishings and specialist bathing equipment. This has led to the home presenting as very clean, well-maintained and providing a welcoming and homely environment for young people. Young people's bedrooms are all highly personalised and reflect their individual likes and preferences.

Recent new admissions to the home have been well planned and considered by staff members and managers. Staff have undertaken home visits to elicit the views, wishes and feelings of parents prior to moves taking place. Staff have used the information gathered during these visits to determine colour schemes and furnishings for young people's bedrooms. Records reflect the detailed consideration of a young person's needs and how these can and will be met by the staff team in this home. This has led to very successful transitions for young people. A teacher for a young person who recently moved to live at this home stated: 'the young person appears less angry and calmer, there is less self-harm and they generally appear a happier person since they moved to this home.'

There have been no reported complaints for this home since the last inspection or for some considerable time prior to that. Incidents involving young people are well documented and overseen by managers. There have been no incidents which have required a notification to be made to Ofsted. Young people present as feeling very safe and well cared for by the staff team. There have been no reported incidents of any young person going missing from this home. Risk assessments are regularly reviewed and updated by the staff team to reflect the needs of each young person and how they will be met. Staffing ratios are high, and internal and external security measures ensure that young people cannot place themselves at risk of harm.

Staff and managers have very close and positive working relationships with a wide range of agencies and professionals. This promotes the holistic needs of each young person and ensures those needs are consistently met. Records for each young person contain detailed information in relation to their complex health and social needs and how they will be met. One placing social worker recently contacted managers by email and stated: 'I just wanted to say a massive thank you for the support you have given to me in relation to these young people. You all do a great

job in meeting these kids' needs. I hope to work with you all again in the future.'

Information about this children's home

This children's home, which is managed by a local authority, provides care and accommodation for up to seven young people with a learning and/or physical disability.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/09/2014	Full	good
25/02/2014	Interim	good progress
30/05/2013	Full	good
03/01/2013	Interim	good progress

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

Recommendations

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

- ensure that all staff are given an opportunity to discuss incidents of restraint they have been involved in, witnessed or been affected by, with a relevant adult. (NMS 3.17)

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.