

Children's homes - interim inspection

Inspection date	24/02/2016
Unique reference number	SC044880
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Brighton & Hove City Council
Registered person address	Kings House, Grand Avenue, Hove, East Sussex, BN3 2LS

Responsible individual	Naomi Cox
Registered manager	Karen Rusbridge
	Victoria Witham
Inspector	Paul Taylor

Inspection date	24/02/2016
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 full inspection. At this interim inspection Ofsted judge that it has Improved in effectiveness. At the last inspection in August 2015 four requirements and one recommendation were made. These have all been met. Improvements since the last inspection include more thorough pre-employment checks for new members of staff. This is in particular relation to ensuring that the reasons for leaving previous employers are now clearly explored and recorded. This means that employees' work histories are more thoroughly examined to ensure that they are safe and appropriate people to work with vulnerable young people. All members of staff have had their performances reviewed and assessed and have annual appraisals in place. This process is underpinned by regular supervision sessions. As a result, managers can plan staff development, monitor staff practice and ensure that all staff have the knowledge and skills they need to perform their roles effectively. Each young person's case records include detailed information regarding their identity and preferred strategies to care for them. Detailed behaviour support plans, which have been developed with the skills and expertise of other professionals, such as child and adolescent mental health services (CAMHS), guide staff in supporting the young people. Case records now give a good picture of each young person's needs and personality; records provide thorough guidance to the staff who care for them. The recommendation made at the last inspection was in relation to staff receiving training in identifying the risks which young people may be at regarding child sexual exploitation. This has now been addressed and all staff have undertaken a rolling program of training to ensure that they have an understanding of the young people's vulnerabilities in this area. These improvements have been made as a result of increased managerial oversight and more effective monitoring of records since August 2015.	

Since the last inspection a new facility has been opened on site which includes a bespoke service which meets the needs of complex young people who present a particular challenge to the service. This has been very carefully planned with excellent multi-disciplinary liaison, including parents, placing social workers, behaviour support teams and CAMHS. This has expanded the expertise of the service and provides close support to extremely vulnerable young people with very complex needs.

Staff are acutely aware of each young person's vulnerability, especially should they go missing and be without adult supervision. However, the missing person protocols for young people are not specific as to the areas for staff to search, such as 'hot spots' the young people may gravitate towards. For example, the sea or playgrounds. This information would be key in directing staff and other agencies, such as the police, should a young person manage to absent themselves. A recommendation is made for the manager to rectify this shortfall.

Information about this children's home

The local authority operates the home. It is registered for up to eight children with a learning difficulty. Children can be accommodated for respite or permanent care placements.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/08/2015	Full	Good
16/02/2015	Interim	Sustained effectiveness
29/05/2014	Full	Good
12/02/2014	Interim	Good progress

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

Recommendations.

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

- The registered person must specify the procedures to be followed and the roles and responsibilities of staff when a child is missing from care or away from the home without permission and how staff should support the child on return to the home. This is with regards to ensuring there is an individual protocol in place for each young person which specifically outlines what steps are to be taken in the event they are missing. (The Guide to the Quality Standards, page 45, paragraph 9.28)

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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