

Inspection report for children's home

Unique reference number	SC049189
Inspection date	21/02/2014
Inspector	Sarah Oldham
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	18/07/2013
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Service information

Brief description of the service

The home provides care and accommodation for up to three young people, who may be experiencing emotional or behavioural difficulties. The home is owned and managed by a private company.

The inspection judgements and what they mean

Good progress	The children's home has demonstrated continued improvement in quality of care and outcomes for children and young people and where appropriate has addressed all requirements and the large majority of recommendations that were raised at the previous inspection.
Satisfactory progress	The children's home has maintained quality of care and outcomes for children and young people and where appropriate has addressed all requirements and the majority of recommendations that were raised at the previous inspection.
Inadequate progress	The children's home has failed to address one or more requirements and/or has not met the majority of recommendations and/or the quality of care and outcomes for children and young people have declined since the last full inspection.

Progress

Since their previous inspection the service is judged to be making **satisfactory progress**.

At the last full inspection of this service in July 2013, the overall effectiveness was judged to be adequate. Since that time, the home has made satisfactory progress.

A number of requirements and recommendations were made and the manager has made some progress in addressing the majority of them.

The home has an updated Statement of Purpose in place and this provides information about the aims and objectives of the home and the support that young people will receive. This is available to placing social workers and parents or carers to give them an overview of the home. Young people also have access to this document and receive a children's guide about the home.

The requirement with regards the standard of the homes décor has been addressed and the home is maintained to a good standard. A new floor has been installed in the dining area and further redecorating has been completed. Young people spoken with at the time of the inspection say that the home is clean and comfortable and they

like the décor throughout the home. Further redecoration to personalise young people's bedrooms is planned. This is in full consultation with them and enables them to be fully involved in how they wish their bedroom to be decorated.

The requirement with regards ensuring that there are enough appropriately qualified and experienced staff on duty has been partially addressed. There have been a few changes to the staff team in since the last inspection. The staff team on duty at the home have experience in working with children and young people. However, they do not all hold the appropriate level 3 qualification in caring for children and young people, although they are currently undertaking this. The first group of staff are due to complete in May with the remaining staff completing in December 2014. They have undertaken mandatory training, including safeguarding. Although training is being undertaken, it has not been completed in full.

Four recommendations were made previously. Three of these have been met in full with one partially met. Young people are encouraged and supported to have their views recorded with regards any sanctions made. This ensures that they have an understanding of why the sanction was imposed and also to have their views on whether they felt the sanction was fair and appropriate. The manager is able to address any concerns raised by young people and enables effective consultation to be maintained. Individual risk assessments are in place for young people. These identify potential risks and how they will be managed. These measures help young people to be safeguarded appropriately. There have been some changes within the staff team but a designated and consistent staff team is in place. This enables young people to develop positive relationships and to feel confident in the level of care and support that they receive. Young people spoken to at the time of the inspection said that this was important to them and helped them to feel settled and confident at the home. However, the staff team does not contain a mixture of gender to provide young people with different role models. All staff have gained knowledge and experience working at the home. However, on occasions, some staff who have been left in charge of the home have not had substantial experience within residential care although they have completed their probationary period. This could impact on the young people if a significant event occurs. There is, however, a duty system in place and the manager is on call at all times.

Young people are supported in preparing for independence well. They are provided with information about further education courses and also opportunities and support with applying for work. They are provided with guidance on budgeting, including shopping and preparing meals. They are also learning about budgeting for overall household expenditure and these measures contribute to developing their skills for later in adult life. One young person said 'this is a good home and it is the first home that I have felt settled and happy in.'

Care staff demonstrate a strong commitment to the young people they look after. They report that they feel they are well supported in their work, and receive regular supervision and guidance from the manager.

As a result of this inspection, the requirement with regards qualifications of staff and

ensuring that staff left in charge of the home have substantial experience remains. In addition, a recommendation in relation to ensuring that, wherever possible the staff team at the home provides both male and female staff to act as role models to young people living there.

Areas for improvement

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
25 (2001)	ensure that there is at all times, a sufficient number of suitably qualified, competent and experienced person working at the children's home (Regulation 25 (1)(a)(b))	30/05/2014

Recommendations

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

- ensure that the staff group who are in day-to-day contact with children includes staff of both genders wherever possible (NMS 17.10)
- ensure that staff members who are placed in charge of the home have substantial relevant experience of working in the home (NMS 17.5)

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 progress made by the provider since the last full inspection, identifies any further strengths, any areas for improvement and makes judgements as outlined in the *Inspection of children's homes – framework for inspection*.