

Inspection report for children's home

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Inspection date	06/03/2013
Inspector	Sonya Robinson
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	28/11/2012
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Service information

Brief description of the service

The service, run by a private organisation, is registered to care for up to four young people with emotional and behavioural difficulties and or learning disabilities.

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 in November 2012, the home was judged as good overall. At that inspection, Ofsted asked the provider to make improvements in some areas. The provider was asked to ensure that records of physical intervention include details of the measure used to avoid that physical intervention; the Statement of Purpose and children's guide were updated and that Ofsted should be notified without delay of any significant events that may occur at the service.

Additionally, the provider was asked to ensure that all staff have their performance appraised annually and that all care staff have an appropriate qualification in childcare.

Since that last inspection the physical intervention records now include information about how staff tried to avoid the physical restraint of a child or young person. The Statement of Purpose and young people's guide have both been reviewed and updated and now contain Ofsted's up-to-date details and information for young people about how to access their social worker and independent reviewing officer. This provides young people with the means of contacting their placing authority without having to ask for this information. There is also a process in place, known by

staff to ensure that Ofsted receives notification of any significant events that may occur.

Staff appraisals have yet to be completed but are planned for within the next three months and some staff are making good progress on the Children and Young People's Workforce Diploma, though there are still staff yet to commence an appropriate childcare qualification. Additionally, staff professional one-to-one supervision has also recently lapsed. This is means of staff discussing any practice issues and to identify any areas for improvement. The Registered Manager said that this is being actively addressed.

Monthly monitoring reports undertaken by the directors of the company have continued since the last inspection and reports show that visits are used to monitor records and highlight shortfalls, talk to staff, young people and where possible parents and professionals. This means by seeking the views of those who use the service the visitor can make an assessment of the care that is being provided.

Children and young people make a positive contribution to the home through regular key worker sessions and young people's monthly house meetings. Young people meet regularly with their key worker and this ensures their wishes and feelings are taken into account in their care planning. Staff provide good support to young people to help them to work hard and achieve at school. This means that young people develop their self-esteem and gain increased confidence in their own abilities. This in turn helps them to overcome barriers that may have hindered their learning previously. Young people are developing a secure understanding of the world around them, the rights and needs of others, through their everyday interactions within the home and school. This helps them to enhance their understanding and appreciation of a multi-cultural society.

Young people live in a suitably designed and comfortable house in a residential neighbourhood. The house is clean and reflects young people's individual needs, personalities and tastes. There is a rolling programme of maintenance in place but due to recent behaviour the communal areas have become damaged due to period of unsettlement for one of two young people.

Areas for improvement

Recommendations

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

- ensure that staff are provided with regular supervision by appropriately qualified and experienced staff (NMS 19.4)
- ensure the home provides a comfortable and homely environment and is well maintained and decorated (NMS 10.3)
- ensure that all staff have their performance individually and formally appraised at

least annually and this appraisal takes into account any views of children the service is providing for (NMS 19.6)

- ensure that all existing care staff have attained a minimum level 3 qualification. This was previously the National Vocational Qualification in Caring for Children and Young People and from September 2010 is the Children and Young People's Workforce Diploma. (NMS 18.5)

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*.