

Children's homes - interim inspection

Inspection date	11/02/2016
Unique reference number	SC066393
Type of inspection	Interim
Provision subtype	Children's home
Registered manager	Vacant
Inspector	Lisa Walsh

Inspection date	11/02/2016
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 sustained effectiveness. The home was last inspected in September 2015 and was judged to be good. Three requirements were made at this time. The Manager has taken appropriate actions to address these identified areas. No requirements are made as a result of this inspection. Since the last inspection the home has been stable, no young people have been admitted or have moved on. The manager works in partnership with placing authorities and other relevant professionals to plan transitions and admissions. She is determined to ensure that she receives all of the information needed to be able to make sure young people are suitably matched to one another and that the staff team can meet their needs. As a result, the home is fulfilling its aims and objectives outlined within its statement of purpose. Young people make progress from their starting points. Staff continue to help young people to learn how to resolve conflict through key working. The establishment of house rules and boundaries has developed. Young people now know and understand the house rules, such as treating each other with respect; and they like their staff team. Boundaries are much more consistent now within the home. A staff member said: 'One of the strengths of the home is that because we are a small team we provide consistency'. There has been improvement in the relationships between young people with staff actively promoting joint activities. They encourage them to have hobbies, and have developed a local activity guide to enable young people to make informed choices about their participation in activities. Young people say that they are happy in the home and like living with their peers. Developments in key working sessions with young people means that young people feel listened to. Staff encourage them to share their feelings and views. Staffs awareness of young people's individual behaviour has improved. Staff	

encourage young people to be involved within care planning decisions, such as where they want to live in the future.

Young people excel in developing individual independence skills. The progress of this work is clearly evidenced through the use of photographs. Young people are proud of their achievements and feel supported. One young person said 'I manage my own budget, buy my own food and cook my own meals. I am proud of this work' and 'Staff are helping me complete my independence work, and I try to make appointments for myself'.

Education continues to be a priority with all young people are actively engaged with education. Staff are involved and interested in what young people have learnt in school. There are incentive plans in place which staff put together with young people to encourage them to engage in education. Staff work in partnership with education providers in order to promote the outcomes of young people. They have high aspirations for the young people in their care and are proud of their achievements.

Improvements in the quality of individualised care provided to young people means that they make progress. Some young people have worked with staff to put together their own reflective journals; identifying what they need from staff to help them manage their emotions in times of distress. This is a development since the last inspection. Staff talk openly with young people about risk taking behaviours such as substance misuse. They help young people to manage their anger and to keep safe, through key work sessions.

The safeguarding of young people is well managed. Young people are safe and feel safe. One young person said 'I feel totally safe, this is the safest I have ever felt. Staff continue to refer any safeguarding incidents to the relevant professionals. They know how to keep the young people safe and work well with other professionals to manage risks. The manager works collaboratively with other professionals to manage young people's risks, such as the local authority and police. Safeguarding notifications are appropriate. However, there is need for a system to be developed to offer staff clarity around when an incident is 'significant' and under what circumstances it is appropriate for Ofsted to be notified.

Staff promote positive and acceptable behaviours. They use de-escalation techniques to try to manage young people's behaviours when they are distressed and physical interventions are a last resort. Young people participate in regular 'direct work' sessions to discuss their behaviour and the impact this has on their safety, progress and development. One young person explored potential dangers of risk taking behaviours. He said, 'I could get run over, staff might not find me, I could get lost or I could be assaulted'. Direct work enables young people to reflect on their behaviours and acknowledge the wider consequences of their actions.

Management oversight within this home has developed since the last inspection.

The manager is a strong advocate for the young people. She is involved within the daily running of the home and managerial oversight of incidents is robust. This means that any issues are identified and resolved swiftly.

Young people receive consistent care from a committed staff team. The manager has ensured that staff have received the training they need to meet young people's needs. Staff feel equipped to be able to meet the needs of the young people. Staff say they feel well supported and that there have been significant changes to the decoration and running of the home. One staff member said, 'The team are gelling much more, and feel more valued, the manager is fantastic. All of the redecoration and extra touches means it feels like a home'. Young people enjoy the recent changes made to the home environment. One young person said 'I am proud to show my friends where I live'.

Improvements in the monitoring of the home means that the manager is aware of the strengths and areas of development of the home. The manager effectively uses the recommendations made from the independent visitor reports to make improvements. She is committed to the improvement of the home in order for the young people in her care to be safe and to reach their full potential.

Information about this children's home

The home is registered to provide care to young people with emotional and behavioural difficulties aged between 9 and 17 years old at the time of admission of either gender. The home is registered to provide up-to-three placements. The home is privately owned and managed by a large national organisation.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/09/2015	CH - Full	Good
26/03/2015	CH - Interim	Improved effectiveness
17/12/2014	CH - Full	Good
17/03/2014	CH - 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):

- Ensure that the registered person has a system in place so that all serious events are notified, within 24 hours, to the appropriate people. The system should cover the action that should be followed if the event arises at the weekend or on a public holiday. Notification must include details of the action taken by the home's staff in response to the event. (The Guide to the Quality Standards, Page 63, Paragraph 14.13)

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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