

Inspection report for children's home

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Inspection date	22/02/2012
Inspector	Linda Brown
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	11/10/2011
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Service information

Brief description of the service

The home is one of a group of homes operated by the same organisation as part of a tendering contract with a local council. Accommodation is provided for up to three young people between the ages of 12 years and 17 years.

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 **good** progress.

At the last inspection in October 2011 the overall quality rating for the service was judged as outstanding; no requirements or recommendations were set. The management and staff continue to demonstrate a commitment to the development of the service. Good progress is being made to improve to the quality of the care delivered to the young people.

Since the previous inspection some excellent work has taken place between staff, families, young people and social workers to successfully facilitate a rehabilitation programme. There have been changes to the young people who are being accommodated and this has had a positive effect to the atmosphere at the home and significantly reduced the episodes of young people going missing. The Registered Manager is very mindful of the potential disruption to young people who live at the home when there are new admissions. Although there have been some teething problems, the management and staff have worked closely with the young people to minimise disruption. As a result, the new young people have successfully settled into the home with minimal disruption caused for the young people already in placement.

The Registered Manager has focused the progress of the home on dealing with the new challenges and ensuring that the resources are available to provide young people with the appropriate individual care package. This includes some excellent work to ensure that the young person's ethnic, cultural and identity needs are provided for. The Registered Manager has been proactive in ensuring that the health needs of young people are addressed, with particular regard to support from the children and adolescent mental health service. As a result, young people who were previously reluctant to engage are now attending their appointments.

Young people continue to benefit from a good quality of care. A strength of the home is the stable, experienced and enthusiastic staff team who are totally child focused and committed to protecting and promoting good outcomes for the young people. Staff recognise the differences between the young people and tailor the care provided to the individual needs of the child. The atmosphere at the home is very relaxed. Young people speak very positively about their relationship with staff and these strong relationships are evident at the home. Despite some young people only being at the home for a relatively short period of time, they state that they feel really confident that they can talk to staff and raise any concerns or issues they may have. Staff continue to have strong relationships with a range of professionals who provide a support service for the young people.

The provider shows a commitment to ensuring that staff are appropriately trained; a training plan for the following year is in place. Ongoing training has taken place since the previous inspection in several areas, such as, safeguarding, child exploitation and the management development programme. Newly appointed staff benefit from a thorough induction and complete the Children's Workforce Development Council's (CWDC) induction programme before moving on to complete the Level 3 Children and Young People Workforce diploma. This ensures that staff are provided with the knowledge and skills to care for the individual needs of the young people.

All young people have education placements; staff work closely with schools and education providers to support these placements. Although at times young people choose not to attend, there has been an improvement in the level of attendance and achievement for young people. A commitment to providing young people with education is ongoing. Staff are not deterred by any resilience shown by young people but are motivated to address any concerns or issues in order to enable a young person to reach their full potential.

Effective monitoring systems review the quality of care that children receive and identify areas where outcomes for young people may be improved. Extremely detailed reports of monitoring visits are produced which demonstrate that an excellent level of consultation with staff and young people takes place on a regular basis. Detailed monitoring systems are also completed monthly by the manager. A swot analysis is also completed and this information is effectively collated to produce the home's development plan. Evidence is available to show that several areas identified in the plan have already been implemented. For example, staff training and

requests for home improvements. Plans are completed annually and targets are set to ensure the ongoing development of the service.

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 (March 2011)*.