

Inspection report for children's home

Unique reference number	SC067895
Inspector	Lucy Chapman
Type of inspection	Interim
Provision subtype	Children's home

Registered manager	POST VACANT
Date of last inspection	07/01/2015

Inspection date	11/03/2015
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Previous inspection	good
Enforcement action since last inspection	none

This inspection

This home was judged good at the last full inspection. At this interim inspection Ofsted judge that it has **sustained effectiveness**.

Young people in this home receive a good standard of care and progress well. All previous requirements and recommendations have been actioned. There is now enhanced follow up of local authority social workers to ensure that young people's care plans are up to date and signed. Improved recording systems are in place to provide a more streamlined recording system within young people's case files. A new placement plan is also due to come into use, this addresses young people's emotional needs more comprehensively and will link young people's support needs to keywork sessions. The new placement plan will also provide a more efficient system for monitoring the progress of young people. As these improvements embed into practice staff will be equipped to respond more effectively to young people's needs, meaning that young people are likely to make improved and more consistent progress.

The previous inspection highlighted that some young people did not know that they could invite their friends home to visit. Young people are now clear that they are able to invite friends to visit, and young people's friends are now visiting the home regularly. This means that young people are now more effectively encouraged to make and sustain friendships.

Policy in relation to internet use by young people has also undergone review since the previous inspection. Young people did not previously have internet access; however internet installation will shortly be in place within the home. The provision of new internet safety training for all staff and young people will accompany internet installation. This means that young people will benefit from being able to access the internet within the safe environment of their home, and the new internet safety training will help young people to understand how to keep themselves safe while online.

The management of this home has undergone change in recent months. The previous Registered Manager has moved to a new role within the organisation and the registration of a new manager is progressing. Careful thought in respect of this transition and its impact upon young people has taken place. The previous Registered Manager has returned to visit young people on a regular basis to limit the impact of this key staff change. There has been additional staff change with two members of support staff leaving to work at other homes within the organisation, and a new staff member joining the staff team. Staff leaving the home is a loss to young people. This is minimised by maintaining positive relationships through organisational events, such as a recent community dog walk attended by young people and staff. This is a home where positive relationships between young people and staff underpin daily life. The inspector observed caring, nurturing interactions between staff and young people. Young people enjoy living in this home where they are valued and cared for. One young person said 'I like living here' another said 'It's cool, I like the staff, they keep me safe'.

All young people in this home engage positively with education. Two young people are currently working towards their GCSE qualifications. Another younger individual talked proudly of their one hundred percent school attendance record. Staff keep in regular liaison with the schools attended by young people and work in partnership with schools to support young people's learning. This means that young people in this home make good educational progress.

Staff address young peoples' health needs well in this home and register young people with health services to meet their individual needs. Young people can access emotional support via a qualified in house therapist. A sexual health nurse visits the home to provide information and advice to young people. Recent links with Kent University have also developed staff knowledge in respect of attachment, with staff attending workshops to think about the attachment style of each young person they are caring for. The individualised approach staff take to meet the emotional and physical health needs of young people, means that each individual receives specific health care to meet their needs, and as a result their health improves.

Young people at this home make positive links in their local community. They are encouraged to try out new activities and engage in local clubs. Current young people participate in dance, ice-skating, rugby, football and the gym. This allows young people to develop new skills and interests through which they develop their fitness, wellbeing and self-esteem.

Staff listen to young people through various means. Young people can contribute ideas via the daily young people's meeting. Young people also contribute feedback to the staff appraisal process. They are involved in day to day decision making including menu planning, the decoration of the home and activities undertaken. This means that young people feel empowered to contribute to decision making and learn to invest in their day to day life-choices. Each young person also works towards an individualised and regularly updated reward programme. Young people

were able to tell the inspector what targets they were working towards and the rewards that they hoped to achieve. Young people are making progress due to their understanding of and engagement with their reward schemes.

Young people are safe within this home and clear safeguarding policies and procedures are in place. Young people rarely go missing and any incidents are followed up, recorded well and young people consistently receive a return interview from known staff and an independent visitor. Restraint is rarely used and is always appropriate, with evidence of de-escalation prior to restraint and recording including the young person's comment and management oversight and review.

The environment of this home is clean, well decorated and well furnished. Young people have selected the style of decoration of their bedrooms. The environment is homely and includes a well-equipped games room. Young people at this home have adequate space and facilities for communal activity as well as time alone.

One recommendation is made in relation to the file recording of significant events. Information from significant events is currently recorded in a number of separate locations; this makes it difficult for a young person to access their file records.

Information about this children's home

The home is registered to provide care for up to three young people who have emotional and behavioural difficulties. The home is run by a partnership company.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/01/2015	Full	good
02/01/2014	Interim	good progress
17/04/2013	Full	good
28/01/2013	Interim	good progress

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

Recommendations

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

- ensure information about the child is recorded clearly and in a way which will be helpful to the child when they access their files now or in the future. This specifically relates to the way that significant and notifiable events are recorded (NMS 22.5)

What inspection judgements mean

At the interim inspections 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

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 main strengths, any areas for improvement, including any breaches of regulation, and any failure to meet national minimum standards. The judgements included in the report are made against the framework of inspection for children's homes.