

Children's homes - interim inspection

Inspection date	04/01/2017
Unique reference number	SC068827
Type of inspection	Interim
Provision subtype	Children's home
Registered manager	Post vacant
Inspector	Jennie Christopher

Inspection date	04/01/2017
Previous inspection judgement	Requires improvement
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 requires improvement at the full inspection. At this interim inspection Ofsted judge that it has improved effectiveness. The home has been without a registered manager since September 2016. A manager from another home in the organisation has been managing the service since October 2016. He is currently applying to be registered with Ofsted for this service. The changes in approach to behaviour management ensure young people are now able to make good progress as a result of living in the home. Senior leaders in the wider organisation have reflected on the shortfalls identified at the full inspection and recognise that matching young people within the home is integral to the progress and success of all who live there. Young people are positive about the home and staff and all get along as a group. They were seen to be relaxed, laughing and joking with each other and with staff. All young people are now engaged in education, for some this comes after a prolonged period without a suitable school or college placement. The staff in the home liaise well with tutors and other education staff to ensure a consistent approach for the young people and to share any ideas or good practice. Staff benefit from close consultation with child and adolescent mental health workers (CAMHS) to support their care for young people and to inform behaviour management plans and approaches. Young people have some very positive relationships with staff. The changes in the staff team since the last inspection have caused some upset and uncertainty, but young people still have a core group of staff they can approach. Young people were seen to be comfortable approaching staff to help them with any worries or concerns. Staff are now managing inappropriate language in a much more positive way, recognising when it is from a point of anxiety or upset and when it is habitual and to be challenged. Their response to seemingly aggressive or inappropriate language is adjusted to avoid confrontation and discussed once the individual is calm. Social workers are complimentary about the home and staff and their commitment to attending all meetings. They do note, however, there has been an impact due the changes in personnel.	

Two young people have moved on from the home since the last inspection. It was recognised that staff could not meet their needs and that the combination of young people in the home was having a detrimental impact on all living there. Their moves were as planned as possible and to more suitable environments. Young people living in the home now benefit from greater consistency in approach because staff have more time to spend with them, engaging in positive discussion rather than managing unwanted behaviour and risky situations. Young people are making progress, most notably in the significant reduction in restraints, sanctions and calls to the police to support staff with behaviour in the home. The use of restorative practice is now consistently used within the home. Some staff do not have up-to-date training in restraint and behaviour management. Most are due to undertake this training, but in the meantime, this may leave some shifts vulnerable should a physical intervention be necessary. Young people are attending education as planned and are now engaged in more positive activities both in the home and community. Staff monitor progress through monthly reports, evaluation of incidents and discussions in team meetings. A CAMHS worker regular attends team meetings to provide advice and guidance to staff and on occasion education staff also join these meetings which helps to ensure consistency in all settings.

Young people's actions and demeanour demonstrate that they feel safe and comfortable with staff and in the home. Staff have an excellent understanding of safeguarding and child protection and are confident in procedures to follow should they be concerned for a young person safety or welfare. They have good knowledge of the vulnerabilities of those they care for, including all forms of exploitation and substance misuse. Young people, on occasion, do go missing from the home. Instances of this have reduced in recent months. There is a well-co-ordinated response including contacting the police when necessary, to locate young people and return them home safely. Young people who misuse substances engage well with external professionals to consider their drug use. All young people have access to CAMHS and other therapies and utilise these well. Not all staff have completed training in radicalisation, and the home has been slow in providing this training for staff. Safeguarding procedures are well known to staff and they are confident in their roles in protecting young people. Safeguarding concerns are reported to appropriate external professionals and records are clear on the action taken.

The home manager and management team are now running the home to a good standard and there have been no complaints since the last inspection. The recent appointment of an external independent visitor in line with Regulation 44 is providing greater scrutiny of the home, the service provided and procedures in the home. This is aiding the management team and staff to be more reflective of their practice. Six-monthly reviews of the service are evaluative and help to determine how the home will develop in the upcoming months. The development plan is clear and identifies action required and where improvements have been made.

Information about this children's home

The home is owned and run by the local authority. It provides care and accommodation for up to five young people with emotional and/or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/06/2016	Full	Requires improvement
09/11/2015	Interim	Declined in effectiveness
08/07/2015	Full	Good
24/10/2014	Interim	Sustained effectiveness

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

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 (England) Regulations 2015 and the *Guide to the children's homes regulations including the quality standards*. The registered person(s) must comply with the given timescales.

Requirement	Due date
13: The leadership and management standard In order to meet the leadership and management standard, the registered person must- (2)(c) ensure that staff have the experience, qualifications and skills to meet the needs of each child. This specifically relates to, but not exclusively, training in restraint and radicalisation.	31/01/2017

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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