

SC069474

Registered provider: Anderida Adolescent Care

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned children's home is registered to provide care and accommodation for up to three young people who have social, emotional and/or mental health difficulties.

The home has not had a registered manager since November 2018.

Inspection dates: 9 to 10 July 2019

Overall experiences and progress of children and young people, taking into account **good**

How well children and young people are helped and protected **good**

The effectiveness of leaders and managers **good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 27 February 2019

Overall judgement at last inspection: declined in effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
27/02/2019	Interim	Declined in effectiveness
04/06/2018	Full	Good
15/06/2017	Full	Good
18/10/2016	Interim	Sustained effectiveness

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

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet 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 within the given timescales.

Requirement	Due date
The protection of children standard requires the registered person to ensure that staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child. (Regulation 12(2)(a)(i)) In particular, address current risks to mental and physical health in clearly defined management plans.	30/09/2019

Recommendations

- Children's homes should work closely with the placing authority to understand the child's relationship history and the impact that the child's arrival may have on the group living in the home. ('Guide to the children's homes regulations including the quality standards', page 38, paragraph 8.3)

In particular, complete an impact assessment when a new child is referred to the home.

Inspection judgements

Overall experiences and progress of children and young people: good

Children are currently making good progress at the home. Parents and professionals all talk about the positive changes for children. Improvements are being made in managing challenging behaviours. Children have well-developed and personalised care and support plans. Staff show a clear understanding of the key areas of need for children in their care.

Staff and children have excellent relationships. Staff also help children to rebuild positive connections with their families.

Staff are working hard to meet the specific physical and mental health needs of children. A parent said that staff are 'going the extra mile' to ensure that children get the practical support that they require. Staff are also equipping children with the skills to look after

themselves in the future.

Staff aim to always promote the voice of the child in the home. Recently, children have helped with the creation of the home's new development plan and participated in staff recruitment. Staff have been able to implement requested changes quickly to demonstrate how effective consultation can be. This is empowering children to have a say and they clearly feel listened to.

The home has been through a period of renovation and renewal. Children have been fully involved in this process. They have chosen colours and designs for the communal areas. They have also taken part in the painting and decorating. There is a conscious effort to remove any institutional elements in the environment. Staff and children have worked hard together to create a 'family home'.

Staff are committed to supporting children to develop networks within the local community. Children are being signposted to specific networks of support to help them with current issues affecting their daily lives. Staff are careful not to push too hard. They allow children to come to things when they are ready to do so.

Staff are placing a great emphasis on securing successful transitions for children. Staff are working closely with children to help them understand what their options are. Staff are always honest and open with children and this is helping children to develop their emotional resilience and personal coping mechanisms.

How well children and young people are helped and protected: good

Generally, the quality of risk assessment and management is good. Strategies are regularly updated to take into account changes and new developments in children's lives. Staff are good at learning from incidents and updating support plans accordingly.

Children who have complex needs and vulnerabilities live at this home. Risk assessments need to be further enhanced to focus on primary areas of concern for children. Senior staff are yet to fully develop the risk assessment process around placement matching for children.

There has been a significant reduction in incidents of challenging behaviour, physical intervention and absences from the home. Staff are employing effective risk management strategies that have a direct impact on the welfare of children in the home.

Staff rarely use physical intervention to manage behaviour. In the rare occasion it has been used, it is proportionate and to prevent injury to others. Debriefing is completed through one-to-one discussion with the staff at the home.

Staff have done some excellent work to promote positive behaviours in the home. One parent noted the transformative impact this had had on her child. Children are learning to take ownership of their behaviour. They are recognising the impact that their behaviour can have on those around them.

Staff show a well-developed understanding of their safeguarding responsibilities. They can readily identify internal processes and external agencies in place to assist them in

effectively safeguarding children. They also speak confidently about the key areas of risk for each child and how they can support children to stay safe.

The effectiveness of leaders and managers: good

There are many signs that the home is going through a positive phase in its development. For example, there has been a reduction in incidents of challenging behaviour and there has been improved access to education. Since the last inspection, senior managers have supported the manager with making improvements in the home. The manager has made an application to register and a decision is awaited.

Managers ensure that progress is evidenced in regular reviews with children, who are encouraged to assess their own growth and development. A simple scoring mechanism enables staff to give children a visual reference to see and appreciate their own achievements.

Staff praise the supervision and training and feel it is of high quality. They spoke about the wide range of support networks available to them, from supervision and clinical work to the informal support and mentoring of colleagues. Staff feel that managers are available to them when needed and that they provide effective support.

Staff enjoy the support of a well-developed therapy framework. They talk about how this helps them to engage effectively with children and gain a deeper understanding of the child's emotional life and reflect on their own processes at work.

There is good use of internal and external monitoring to identify strengths and weaknesses. Staff and children have contributed to a comprehensive review of the service development plan. This demonstrates some excellent reflective practice and the ability to identify areas for growth and improvement.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and 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 whom it is trying to help, protect and look after.

Using the 'Social care common inspection framework', this inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, 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'.

Children's home details

Unique reference number: SC069474

Provision sub-type: Children's home

Registered provider: Anderida Adolescent Care

Registered provider address: 6a Neville Road, Eastbourne, East Sussex BN22 8HR

Responsible individual: Erica Castle

Registered manager: Post vacant

Inspector

Peter Jackson, social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
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