

Inspection report for children's home

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Inspector	Amanda Ellis
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Date of last inspection	08/12/2011
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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)*.

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.

Service information

Brief description of the service

The home is registered to provide care for two young people, of either sex, between the ages of 10 and 17 years with emotional, behavioural and learning difficulties. It provides medium- to long-term residential care and is owned by a private company.

Progress

Since their previous inspection the service is judged to be making **good** progress.

At the last inspection in December 2011, the overall effectiveness rating for the home was judged to be outstanding. There were no requirements made at the last inspection, however, two recommendations were set.

The first recommendation was to ensure staff receive training to enhance their individual skills and to keep them up-to-date with professional and legal developments. All mandatory training is up to date and in addition the staff team are engaged in a variety of complementary training. As such, this recommendation has been met.

The recommendation to ensure records are legible has been addressed with the use of information technology to produce high quality reports and documents. The reports which concern young people are now being written in a manner which will be helpful to the young person when they access their files now or in the future. This recommendation has been fully met.

The management of this home is meticulous. The Registered Manager is knowledgeable and highly motivated. Leadership provides a solid foundation, which ensures the smooth operation of all aspects of the home. Young people benefit from the consistency which the staff and management provide.

Young people receive excellent care from a professional and dedicated staff team. The staff team is cohesive and effective in providing predictable and consistent quality of care. Staff are well supervised, trained and supported. The Registered Manager encourages and develops staff to enhance their professional development. Staff express that the home is a highly enjoyable place to work and that they feel they gain great satisfaction from their work.

Young people report that they are 'happy and feel safe' and benefit from a range of social and educational activities. They report that they feel 'listened to' and that the Registered Manager and staff team understands their needs and ensure that they are treated with respect and as 'young adults'.

The home continues to demonstrate excellent standards in the quality of care

provided to the young people. Young people are engaged in education which meets their individual needs, abilities and choice. Health care needs are fully addressed with the physical, emotional and psychological needs of young people being met. Young people benefit from healthy lifestyles.

Young people are safe and feel safe. The home integrates safeguarding guidance and procedures into daily practice. The home engages in effective multi-agency work. This ensures young people receive full support from a wider professional team. The home has not used physical interventions to manage negative behaviours. Sanctions are low, with rewards being the most frequent method of recognising positive behaviour. Young people rarely go missing from care. These are reflections of the use of positive communication and relationship building within the home.

A particular strength of the home is the rigorous preparation for moving to independence which young people receive. Young people benefit from a highly structured programme of independence work introduced well in advance of leaving the home. The plans equip young people with practical skills; a career path and social skills to enable effective integration into the wider community.

Internal and external monitoring of the service identifies good practice, shortfalls and further areas for development. The combined methods of monitoring ensure that standards of quality of care are maintained.

The Registered Manager implements a development plan which identifies specific areas for improvement within set timescales. Young people's quality of care is improved because the home consistently makes meaningful progress in meeting their targets.

The home has made good progress since the last inspection. The Registered Manager and staff are skilled and are clear about what is necessary to ensure that young people receive excellent standards of care.