

Children's homes - interim inspection

Inspection date	29/03/2016
Unique reference number	SC363268
Type of inspection	Interim
Provision subtype	Children's home
Registered manager	Laura Cave
Inspector	James Harmon

Inspection date	29/03/2016
Previous inspection judgement	Outstanding
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 Outstanding at the full inspection. At this interim inspection, Ofsted judge that it has sustained effectiveness. The young person that is currently the single occupant of the home continues to receive nurturing and supportive care from the staff. He remains settled in the home whilst making reasonable progress towards specific goals that have been set. The recommendation of the last inspection has been met. The young person's care was reviewed every three weeks internally by the management. The young person's key worker prepared an extremely detailed document that covered every aspect of his care and how staff will continue to meet his needs. The young person said that he is happy living in the home. 'Everything is good' he said, 'the staff listen to me, take me out and I feel safe.' The young person receives a high level of one-to-one care that enables him to develop trusting relationships. There have been no safeguarding incidents. The young person does not go missing. Risk assessment are up to date providing guidance to the staff of potential risk. His behaviour is managed extremely well and he knows how to remain safe. Formal and informal key-working sessions are being held with the young person relating to his feelings, behaviour and overall care. The staff document their discussions with the young person to help ensure he understands. The young person has made strides in his educational attainment. He attends school with regularity and his progress is well documented. There are no concerns with his health. He is encouraged by the staff to lead an active lifestyle through physical exercise and healthy eating. Therapeutic support is provided to the young person that he happily engages in. The therapy is an important part of the young person's care that guides overall planning. There has been a slight decline in his behaviour recently that therapist	

was able to offer guidance to the staff on how to address.

Opportunities for the young person to engage in meaningful individualised activities that allow him to develop his self-confidence are being provided by the staff. Through good quality engagement and the support of the staff, the young person is enjoying all activities he participates in. The activities undertaken by the young person include football, scouts, horse riding and cadets.

The young person is benefiting from suitable contact arrangements with significant others. The staff monitor the arrangements and the impact on the young person. They engage with family members ensuring that a schedule of contact is consistent and reliable.

The young person is able to reflect on his negative behaviour if it has led to physical intervention. A detailed record is maintained in a logbook of the intervention. Management oversight ensures that each incident is undertaken safely and lessons learned to minimise their need.

A senior staff member has moved on from the home. The organisation has actively recruited a new staff to fill the rota. Safer recruitment practices were followed, confirmed when records were reviewed. The manager was unable to confirm if specific concerns were addressed regarding the application process. Queries undertaken during inspection resulted could not be answered, as the information is not maintained in the home. This information should be available to the manager to ensure she can be satisfied it is safe.

New members of staff are immediately placed on an induction course. They swiftly complete basic training, along with specialist training in behaviour management and physical intervention.

Several members of the staff team recently undertook training. This was not reflected in the records available. The matrix made available on inspection by the manager was incorrect, reflecting that some training was out of date. Accurate and correct information on the training that staff have completed should be easily accessible by the registered manager at all times.

Monitoring reports remains very intensive. The independent visitor is visiting the home regularly and formulating a report detailing the strengths and shortcomings of the service. The process for submitting the reports to Ofsted is not currently being followed.

Information about this children's home

A private company owns and operates this children's home. The setting accommodates a maximum of two young people who have complex emotional, behavioural and educational difficulties. The company has working livestock and arable farm provides opportunities for young people to learn new skills. If young people are not able to attend mainstream schooling, they can attend the company's specialist education unit. Young people can also access the organisation's therapeutic resources.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/11/2015	CH - Full	Outstanding
25/03/2015	CH - Interim	sustained effectiveness
08/07/2014	CH - Full	Outstanding
20/01/2014	CH - Interim	Good Progress

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

Statutory Requirements

This section sets out the actions that 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
The independent visitor must provide a copy of the independent person's report to HMCI. (Regulation 44(7)(a)).	25/06/2016
The registered person must ensure that the records are kept up to date, this relates to staff training records. (Regulation 37(2)(b)).	25/06/2016

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

- Ensure recruitment safeguards young people; in particular retain a record in the home confirming that all safer recruitment checks have been obtained for all staff. (Guide to Children's Home Regulations, page 61, paragraph 13)

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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