

Inspection report for children's home

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Inspection date	18/02/2013
Inspector	Angus Mackay
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	31/07/2012
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Service information

Brief description of the service

The home is registered to provide care and accommodation for up to three young people who have emotional and/or behavioural difficulties. Education in line with the national curriculum is available at an external school maintained by the home. The home is run by a partnership company.

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.

Progress

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

At the last full inspection, carried out on 26 July 2012, the home was judged as good. There were three requirements and six recommendations made for improvement, which have been successfully addressed. Following this inspection there is one requirement related to first aid training. The home has made good progress maintaining a pleasant homely environment for the young people incorporating their views on décor and furnishings. The home has reduced high risk behaviours in young people, improved therapeutic work and successfully engaged young people in positive educational and recreational programmes. Since the last inspection a full staff team has been recruited. The manager has revised the Statement of Purpose and the young people's guide ensuring they accurately reflect the service provided. Young people enjoy living in this home and staff are dynamic, friendly and excellent at meeting young people's diverse care needs.

Since the last inspection the manager has completed her registration with Ofsted providing stability and good leadership to the home. The recruitment of permanent staff to all vacancies provides consistency in care to the young people and has aided

in the development of therapeutic practice in the home. The home is currently trialling systemic group therapy, encouraging young people to openly discuss issues they have within the home. This intervention is designed to assist young people in learning how to live with others and has shown good initial success in stabilising behaviours and reducing incidents.

The manager has amended risk assessments and the behaviour management policy ensuring they give clear guidance about the circumstances where restraint may be used. These amendments ensure that young people are safely cared for and understand what behaviours may lead to staff interventions. Young people's files contain a very detailed guide to staff on triggers to different behaviours and how to engage positively with young people in a range of situations. Staff employ these techniques and skills developed in training with the home's psychoanalyst, to de-escalate incidents, reducing the number of restraints. Recording of restraints now includes the offer of medical assistance to young people enhancing their safe care. All young people's files contain appropriate permissions for medical treatment. Currently all staff have a basic first aid qualification but only two have a full first aid certificate. To enhance the safe care of the young people a new requirement is made to ensure each shift has a qualified first aid worker.

Young people make significant progress within the home, eradicating high risk behaviours such as going missing from care. There have been no instances of young people going missing since the last inspection. Social workers comment on the dramatic positive changes in young people's behaviour and the excellent work done by staff. One social worker commented, 'Previously the young person had no structure or routine or people to understand their needs. The fact they are doing so well must be attributed to the staff working with them.' Social workers commented on the multiple placement breakdowns young people had suffered prior to coming to the home and praise the positive engagement of them in the homes' activities. Social workers are particularly impressed with the therapeutic work occurring with young people. As well as individual therapeutic sessions the home provides group work for the whole home and good supervision and training for staff in therapeutic work. Young people are engaging positively with this work showing progress in all areas of their development. One social worker said, 'They are doing a great job with this young person. He is a completely different person now.' Young people engage in a wide range of activities designed to entertain them and improve their physical fitness and social skills. Young people describe how they enjoy these often challenging activities which aid them developing emotional, intellectual, social creative and physical skills.

Staff and young people are relaxed and friendly towards each other. Young people say the staff are cool, good, nice and that they look after them well. Young people are involved in the recruitment of new staff and in commenting on staff performance for annual appraisals. This increases young people's ownership of the home which one young person described as their family. The staff are skilled at working with a diverse group of young people and meet all of their care and cultural needs. Staff involve young people in discussions about culture and diversity increasing their knowledge of living in a multicultural society. Where necessary staff work closely

with social workers ensuring young people have appropriate role models who can maintain their links with their cultural backgrounds. Staff are excellent at maintaining family links and ensure that young people have regular contact with family and friends. Staff ensure that care plans are excellently maintained and now accurately reflect the good work done at meeting young people's care and cultural needs.

Young people say they feel safe in the home and trust staff to resolve any issues they have. All young people are aware of how to make a complaint but say they would resolve issues with the manager or their keyworker. The manager has discussed and agreed the use of door sensors at night with placing social workers and young people. These sensors allow staff to monitor any night time movement from bedrooms enhancing the safe care of the young people.

Areas for improvement

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 Regulations 2001 and the National Minimum Standards. The registered person(s) must comply with the given timescales.

Reg.	Requirement	Due date
20 (2001)	ensure that at all times at least one person on duty in the children's home has a suitable first aid qualification. (Regulation 20 (2)(e))	30/08/2013

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*.