

Children's homes - interim inspection

Inspection date	04/03/2016
Unique reference number	SC373941
Type of inspection	Interim
Provision subtype	Children's home
Registered person	East Sussex County Council
Registered person address	County Hall, St. Annes Crescent, Lewes, East Sussex, BN7 1UE

Responsible individual	Elizabeth Rugg
Registered Manager	Ian Williams
Inspector	Jan Hunnam

Inspection date	04/03/2016
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 last full inspection. At this interim inspection Ofsted judge that it has Improved effectiveness. At the last inspection, seven requirements and three recommendations were made. The Registered Manager has addressed these shortfalls and the requirements and recommendations are met. The Registered Manager has introduced new systems following training on compiling effective individual care plans and risk assessments. Risk assessments now outline clear strategies to guide staff in reducing the potential of harm to young people. From the care plan, key workers identify specific issues that need addressing to promote young people's positive outcomes and plan focused one-to-one sessions to support their particular needs. Managers review this work with the key worker in monthly supervision sessions to evaluate the relevance and effectiveness of key working in supporting young people. Review of care plans and risk assessments are part of this monthly review with risk assessments discussed weekly at team meetings. This ensures that all staff are aware of current risks and agreed strategies to manage the risk and protect young people. Senior managers within the organisation have greater oversight through undertaking audits of these documents, monitoring their relevance and effectiveness in promoting positive outcomes for young people. Action required following the fire risk assessment has been implemented. External exit doors are fitted with locks enabling easy access in the event of an emergency. Door sensor alarms on these exits alert staff if young people leave the building. Monitoring of the quality of care provided by the home has improved. A new quality assurance system is in place which allows the Registered Manager greater oversight and sharper analysis of incidents to inform care plans and ensure appropriate strategies are in place to provide maximum opportunities for young people to thrive and make progress. Six monthly internal monitoring reports now have a clearer focus on providing a detailed and comprehensive review with specific action identified, including timescales, to improve standards of care. There is more emphasis on the continuous review of young people's progress and	

evaluation of the strategies to guide staff in promoting their development.

Recruitment processes are now more robust. Managers have implemented new procedures to ensure all staff, including staff employed on agency contracts, are subject to appropriate checks and vetting procedures to assess their suitability for working with children. New systems include auditing the vetting procedures of agency providers, more rigorous induction for agency staff and routine checking of their identification when arriving to work at the home. Young people are constructively involved in the recruitment of new staff to the home, interviewing the applicant and providing valuable feedback on their opinion of their suitability.

Staff supervision records demonstrate that staff, including relief staff, are receiving regular reviews of their practice. The Registered Manager has attended dedicated training in this area and introduced a new format for supervision to ensure a clear focus on a reflective approach and the individual needs of young people.

Monitoring the quality of supervision is part of the quality assurance system enabling the Registered Manager to have oversight of staff practice and review the effectiveness of the care provided to maximise opportunities for young people to succeed. Currently, senior managers are considering developing the appraisal system to include young people's views on staff practice and the support they are offered. Staff training records demonstrate the professional development of staff. All staff, including relief workers, are now trained in first aid so that in the event of an emergency staff can provide immediate assistance and protect young people.

Young people enjoy positive relationships with staff and respond to attention to their individual needs. There have been no incidents requiring physical intervention since the last inspection. Shortfalls relating to the recording of physical intervention were identified at the previous inspection. The format for recording such incidents has been amended and now meets the requirements though there has been no necessity for such documentation recently.

Young people are making significant progress at the home. All young people attend full-time education. One young person is currently integrating into a mainstream school having attended alternative provision and having missed a year of education. Another young person with a history of continuously leaving home without permission has responded to a reward and incentive scheme. Their behaviour has improved to the extent that there have been no such incidents for a number of months.

Staff's priority in protecting young people is evident throughout their practice. The Registered Manager continually emphasises the importance of implementing risk reduction strategies whilst at the same time introducing individual programmes of work with young people to develop their own awareness and understanding of keeping themselves safe. The Registered Manager refers safeguarding issues appropriately to the relevant authorities ensuring young people are protected and

proper action is taken.

Staff closely monitor young people's health needs and ensure they receive the input from specialist health professionals to improve their physical and emotional well-being. Senior managers within the organisation recognise that staff training in attachment and the effects of trauma will strengthen the emotional support staff provide for young people. A programme of training is due to commence shortly, demonstrating their commitment to providing a more therapeutic parenting approach to benefit young people.

Information about this children's home

This children's home provides care and accommodation for up to four children with emotional and/or behavioural difficulties. The home is operated by a local authority.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/09/2015	Full	Requires improvement
29/01/2015	Interim	Sustained effectiveness
29/08/2014	Full	Adequate
23/01/2014	Interim	Good progress

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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