

Children's homes - interim inspection

Inspection date	01/03/2016
Unique reference number	SC373958
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	Janet Fairless
Inspector	Jan Hunnam

Inspection date	01/03/2016
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 full inspection. At this interim inspection Ofsted judge that it has Improved effectiveness. At the last inspection eight requirements were made. The Registered Manager has addressed these shortfalls and the requirements have been met except for one relating to recruitment practice. No new staff have been recruited since the last inspection, so the new recruitment procedure has not been considered at this inspection and this requirement is repeated. The Registered Manager and the deputy manager have undertaken training in compiling effective risk assessments and individual care plans for young people. They have introduced a new format for risk assessments which identify the current risks with clear strategies and guidance to direct staff in reducing the potential of harm. The manager and key worker review the young person's care plan and risk assessments monthly to consider the appropriateness of the strategies and to amend as necessary. Further review takes place at weekly staff meetings, ensuring all staff are aware of current risks and agreed strategies to manage them and protect young people. Young people are involved in this process through one-to-one sessions with their key worker, developing their awareness and understanding of their behaviour and the potential consequences. Senior managers within the organisation now have greater oversight through undertaking audits of these documents, monitoring their relevance and effectiveness in promoting positive outcomes for young people. Managers have addressed shortfalls identified in relation to the physical safety of the building and basic food hygiene practice. Fire safety records demonstrate that safety checks are regular and fire extinguishers are easily accessible in common areas in the event of an emergency. Potential fire hazards have been removed. Staff are implementing safe and consistent food hygiene practices. The home is welcoming and homely and staff make considerable effort to provide a 'family-like' environment for young people. New carpets have been laid in the common areas. Staff no longer implement practices of locking internal doors.	

Young people have free access to the lounge, study and dining room. Staff lock the kitchen at night for reasons of safety with a risk assessment in place. Bedrooms are personalised to young people's specific preferences with care taken to ensure they meet young people's individual needs.

The Registered Manager has reviewed the statement of purpose and forwarded the revised document to Ofsted. Managers plan to re-write the statement of purpose so that it provides a clear and succinct description of what the home offers and its ethos.

Staff training records are now comprehensive and include details of the professional development of all staff including the manager and relief workers. Supervision records demonstrate that staff are receiving regular reviews of their practice. Managers have introduced a new system for relief workers to ensure they receive feedback on their performance and there is management oversight of their practice and the number of hours they are working across the organisation's homes. Managers have embedded a new format for supervision with a clear focus on young people's individual needs, safeguarding issues, training requirements and a reflective approach to support staff in developing and maximising opportunities for young people to achieve positive outcomes.

Record keeping at the home is improving. Managers ensure staff rotas provide an accurate record of the shifts staff work. The Registered Manager clearly records her attendance at the home both in the log book and the fire sheet.

Internal monitoring of the home has improved. A new format for the six monthly monitoring report provides a detailed and comprehensive review of the quality of care provided at the home with specific actions identified and timescales set, to improve standards of care. This sharp focus on improvement demonstrates managers' commitment to developing the home to provide the maximum opportunities for young people to thrive and make progress.

Young people's placements at the home are stable. Staff are committed to planning transitions from the home in a gradual and measured way so that young people have the support they need to move successfully.

From their starting points, young people are making significant improvements in their health, education and behaviour. All young people attend education with staff making considerable efforts to support them in sustaining their educational placements and fully utilising the support of the Virtual School.

Staff ensure young people receive specialist support from external professionals to meet their specific health needs. Young people engage with substance misuse

professionals and the local neighbourhood police officers, developing their understanding of the risks and consequences they face when using legal highs and other substances. Such intervention is having a positive effect on their behaviour and minimising the risk of harm.

Young people's emotional health and well-being has a high priority. A professional from the child and adolescent mental health service attends team meetings to help staff understand the meaning of young people's behaviour and devise appropriate strategies to support their specific needs. Managers recognise the need to develop staff's understanding and awareness of young people's psychological needs further. A programme of training in attachment and the effects of trauma is planned to commence shortly, demonstrating their commitment to developing a more therapeutic parenting approach.

Very positive relationships between staff and young people are the foundation of behaviour management. Physical intervention is rare and there have been no restraints since the last inspection though staff receive training to ensure such interventions are safe should an incident requiring physical intervention occur.

Incidents involving young people being missing from home are not frequent. Staff follow procedures and protocols with interviews completed on their return. The local neighbourhood police are proactive in their support. They know the young people, are building positive relationships with them and young people engage in discussions about their safety.

Managers refer safeguarding issues appropriately to the relevant authorities ensuring young people are protected and proper action is taken. Safeguarding training is up to date and includes current issues such as child sexual exploitation and on-line safety.

Information about this children's home

This children's home is registered to provide 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
14/10/2015	Full	Requires improvement
04/03/2015	Interim	Improved effectiveness
03/06/2014	Full	Adequate
22/01/2014	Interim	Good progress

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

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 (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 registered person may only employ an individual to work at the children's home; if the individual satisfies the requirements in paragraph (3) including full and satisfactory information in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32(3)(d))	29/04/2016

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*.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance *raising concerns and making complaints about Ofsted*, which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, workbased learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It inspects services for looked after children and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.gov.uk/government/organisations/ofsted.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2016