

Inspection report for children's home

Unique reference number	SC373958
Inspector	Melissa McMillan
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
Date of last inspection	03/06/2014

Inspection date	04/03/2015
Previous inspection	adequate
Enforcement action since last inspection	none

This inspection

This home was judged adequate at the last full inspection. At this interim inspection Ofsted judge that it has **improved effectiveness**.

Young peoples' care plans are highly individualised and provide detailed guidance to ensure staff deliver consistent care. This enables young people to make progress in their behaviour, social skills, independence skills and personal development. Partnership working with external agencies is a strength of this service. The strong connections with educational settings, health professionals and placing social workers ensure young people receive effective support to meet their developmental needs. As a result, young peoples' attendance at school has improved and some young people have taken action to address their risk taking behaviour including stopping smoking and using illegal substances. Staff involve young people in their transition planning and provide good support to address the emotional impact of moving. Staff share information with new placements to ensure new staff are provided with detailed information about the young person to promote a successful transition.

All members of staff have undertaken training in the method of physical intervention used by the home. There have been 11 physical interventions since the previous inspection. Staff record each incident appropriately and in line with regulations. Incident records demonstrate that staff are adept in recognising sign of potentially unsafe behaviour and use de-escalation techniques to minimise risk and protect young people. A young person commented that they felt "that their behaviour had improved since coming to the home and they did not feel as angry anymore". Staff use sanctions appropriately. One young person described the use of sanctions by staff as "fair". Young people have opportunities to discuss their behaviour with staff enabling them to understand and take responsibility for the consequences of their actions.

Young people spoken with, said that they felt "safe" living at the home. The Registered Manager has taken action to improve systems to safeguard young

people. The home's risk assessment now addresses risks relating to the close proximity of a railway line to the home and initiated a visit from the British Transport Police to discuss the risks of railway lines with the young people. The Registered Manager has referred all safeguarding incidents to the Local Authority Designated Officer (LADO) and has taken action to protect young people. The home's safeguarding log is up to date providing an overview of concerns and actions taken. Entries within the log demonstrate that staff work effectively with external safeguarding professionals to protect young people. Incident records are detailed and evidence that the home notifies the appropriate authorities of incidents relating to young people's welfare as required by regulations.

All staff receive appropriate supervision. This provides an opportunity for staff to discuss any concerns, recommendations or developmental needs in order to improve the service provided to young people. The Registered Manager has improved the recording of training undertaken by staff to better demonstrate skills and qualifications of each staff member. The Registered Manager now has better oversight with regard to staff training and is more able to identify staff training needs. All staff have undertaken mandatory training in topics such as safeguarding. A limited number of staff have undertaken training specific to the young people's needs such as self-harm. This means that some staff may not have the knowledge or understanding to support the specific needs of the young people they work with.

It was identified at the previous inspection that gaps in employment histories of staff had not been identified through internal auditing systems. This compromised safe recruitment practices. The Deputy Manager advised that a more robust system for evidencing gaps in employment history is now in place. This will be followed up at the next inspection as employment records are not held at the home.

Improvements have been made to the home's internal monitoring reports and they now include consultation with the young people. This ensures young people are able to influence the running of the home and improve the quality of care they receive. The home has regular external monitoring visits. However, no recommendations have been made as a result of these visits since the previous inspection. This does not challenge the home to improve and does not assist the Registered Manager in identifying areas for improvements. The Registered Manager is aware of this and is taking action to address this.

Information about this children's home

This home is registered to provide care for up to four young people who have emotional and behavioural difficulties. The home is managed by a local authority.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/06/2014	Full	adequate
22/01/2014	Interim	good progress
05/06/2013	Full	good
25/01/2013	Interim	good progress

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

Recommendations

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

- ensure staff are equipped with the skills required to meet the needs of the young people living in the home. This relates to staff undertaking training specific to the young person's needs (NMS 18.1)

What inspection judgements mean

At the interim inspections 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

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 main strengths, any areas for improvement, including any breaches of regulation, and any failure to meet national minimum standards. The judgements included in the report are made against the framework of inspection for children's homes.