

Children's homes – interim inspection

Inspection date	25/01/2017
Unique reference number	SC387148
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	Fairfield Residential Ltd

Responsible individual	Kendall Cope
Registered manager	Debra McGarrigan
Inspector	Michelle Bacon

Inspection date	25/01/2017
Previous inspection judgement	Good
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 good at the last full inspection. At this interim inspection Ofsted judge that it has sustained effectiveness. Children and young people develop good relationships with staff; observations confirm positive interactions between children, young people and staff. Since the last inspection, two young people have moved into the home. They are responding well to the home's routines and boundaries. Plans are in place for a young adult to move to a placement within the organisation's adult provision. This demonstrates a long-term commitment to young people in their care. Children and young people have complex needs and the level of support they receive ensures their needs are well met. Staff develop effective relationships with health professionals to promote good health, including the child and adolescent mental health services (CAMHS) and a consultant paediatrician. One young person received sensitive care and support when he needed to be admitted to hospital recently. In an email, a health facilitator commented, 'I would like to say a huge thank you to both (names of staff) for their support on the day of (name of young person) admission and the work that was completed pre-admission... they demonstrated great compassion and care, and showed just how well they know and understand him. The hospital staff really appreciated this and it meant he had a fantastic experience throughout the admission.' Since the last inspection some progress has been made in addressing the requirements made. Shortfalls in the staff recruitment files have been rectified. However, further shortfalls have been identified, such as not seeking verification when an applicant has previously worked with children and not undertaking checks on time spent abroad. This means that the quality of recruitment checks is not sufficiently robust to ensure that staff are suitable to work with children and young people. Therefore this requirement is repeated. Action has been taken to ensure that individuals who work in the home have the appropriate childcare qualification. Currently, four staff, including the manager, hold a relevant qualification. A member of staff who was undertaking the diploma level 3 at the time of the last inspection has since terminated their employment. Another member of staff is now working as a bank staff member because they are training to be a nurse. All new starters have a suitable induction, which includes	

working shadow shifts with experienced colleagues, before being allowed to work unsupervised. Mandatory training includes safeguarding, medication and Team Teach. However, the training matrix was not up to date and therefore it could not be demonstrated that all staff are fully trained in these key areas.

The registered person consistently monitors the operation and care practice in the home. This includes ensuring that the independent person now comments as to whether children and young people are effectively safeguarded and whether the procedures used in the home promote their well-being. In addition, the manager ascertains and considers the opinions of children, parents and placing authorities when reviewing and evaluating the quality of care. She has recently introduced a comments book, so that visitors can provide feedback on the home at the end of their visits. The manager has a good understanding of the strengths and weaknesses of the home and is fully committed to continued improvement.

Overall, the home was clean and tidy. However, in one bedroom there was a very strong odour and there was no evidence that action had been taken to eradicate it. That said, all the bedrooms reflect the different personalities, tastes and needs of the children and young people. Activities vary from spending time in the sensory room, visiting the farm project or going shopping. This ensures that children and young people access a range of opportunities to promote their development.

All children and young people are making progress in acquiring new skills. For some, this involves improvements in self-care; for others, it might mean helping to prepare a light lunch or learning to travel independently. In acquiring these skills they each learn to complete daily tasks independently, according to their age and abilities.

Placing authorities are complimentary about the manager and staff, and the quality of care. An independent reviewing officer said, 'I am very impressed with his care.' A social worker commented, 'I have found the staff to be professional, experienced, child-focused and they follow all recommendations from reviews.' A young person told the inspector that she likes living at the home and that 'It's different from my old home.' She said that she feels safe and can talk to staff about any concerns she may have. She recognises the progress she has made since coming to live at the home and said, 'I have changed loads.'

There are no incidents of children and young people going missing, sanctions or restraints. Good levels of supervision ensure that the safety of children and young people is maintained both inside and outside the home.

Information about this children's home

This home is registered for five young people who may have learning disabilities and/or physical disabilities. The home is run by a private company.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/05/2016	Full	Good
02/02/2016	Interim	Sustained effectiveness
10/06/2015	Full	Requires improvement
04/03/2015	Interim	Sustained effectiveness

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) meet(s) 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 must ensure that full and satisfactory information is available in relation to individual staff members in respect of each of the matters in schedule 2. (Regulation 32(3)(d))	28/02/2017

Recommendations

To improve the quality and standards of care further, the service should take account of the following recommendations:

- Ensure that all parts of the home are kept clean, well decorated and well maintained. ('Guide to the children's homes regulations including the quality standards', page 15, paragraph 3.9)
- The registered person should have a workforce plan which can fulfil the workforce related requirements of regulation 16, schedule 1 (paragraphs 19 and 20) The plan should be updated to include any new training and qualifications completed by staff while working at the home, and used to record ongoing training and continuing professional development needs of staff – including the home's manager. ('Guide to the children's homes regulations including the quality standards', page 53, paragraph 10.8)
- The term 'equivalent' as used in the regulations in relation to qualifications will be a judgement for the registered person based on whether the content of any qualifications held by an individual closely corresponds with the qualifications set out in regulation 28(2)(c) (for managers) or regulation 32(4) (for those in a care role). ('Guide to the children's homes regulations including the quality standards', page 53, paragraph 10.13)

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 that 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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