

Inspection report for children's home

Unique reference number	SC390156
Inspection date	06/03/2014
Inspector	Mark Blesky
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	22/11/2013
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Service information

Brief description of the service

This private children's home provides care and accommodation for three young people with emotional and behavioural difficulties.

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 **inadequate progress**.

At the last inspection in November 2013, this home was judged as good for overall effectiveness, one requirement was made relating to the recording of physical interventions.

Two recommendations were made, one related to the supervision of staff and the other recommendation related to the training of staff.

The manager has taken action to address the requirement and the documents used to record physical interventions are now detailed and comprehensive. Clear descriptions are provided for the reasons for the physical interventions, the methods used and the duration.

Records now demonstrate concise recording of the event along with the measures and actions taken to try to avoid the need for the physical intervention. Training has also been provided for all staff to ensure that record keeping is consistent, and robust.

Following the last inspection, staff supervision has been reviewed and all staff members receive regular and frequent supervision. Supervision sessions provide staff

members with the opportunity to raise any matters and receive guidance from their supervisor.

Staff members say that they gain self-confidence and develop their professional role through their supervision sessions.

The manager confirmed that staff also receive day-to-day informal supervision, which is typically verbal. The manager stated that written records are kept if any matters raised informally have a direct impact on practice. Supervision is valued by the staff members and provides them with effective support in their professional role.

Staff training has been reviewed following the last inspection. All new staff members undertake the Children's Workforce Development Council's (CWDC) induction standards as soon as they begin their employment. One staff member stated that they had begun their induction training prior to their employment, in anticipation of their start date.

Training programmes for staff now demonstrate a stronger commitment to induction training and planning for new staff members. The home has also updated the recruitment procedures to ensure that training is discussed, prior to employment. All new applicants must agree to undertake training before any offer of employment is made.

During the inspection, discussion with the manager was held regarding a recent notification that had been made to Ofsted. This notification was related to a young person attempting to self-harm.

Although action had been taken at the time of the event to safeguard the young person, action had not been taken to alert senior managers or other professionals. The report of the incident and notification had been poorly presented and failed to articulate the seriousness of the situation.

During the inspection, these concerns were raised with the Registered Manager and Responsible Individual and immediate action was taken to address these concerns. All staff were informed of the matter and a staff meeting was planned for more detailed discussions.

In addition, the Responsible Individual immediately instigated an internal enquiry to determine how the home's systems had failed to address this matter in a robust manner. During the inspection, professionals and other agencies were also informed of these actions.

Therefore, although the registered manager took appropriate action to meet the previous requirement and the recommendations, effective action had not been taken to address this safeguarding matter relating to the notification.

The home has therefore made inadequate progress since the last inspection.

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
11 (2001)	ensure that the children's home is conducted so as to promote and make proper provision for the welfare of children accommodated there; and make proper provision for the care, education, supervision and, where appropriate, treatment, of children accommodated there. (Regulation 11.1 (a-b))	01/04/2014

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*.