

Inspection report for Children's Home

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Inspector	Dawn Taylor
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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.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcomes for children set out in the Children Act 2004 and the relevant National Minimum Standards for the service.

The inspection judgements and what they mean

Outstanding:	this aspect of the provision is of exceptionally high quality
Good:	this aspect of the provision is strong
Satisfactory:	this aspect of the provision is sound
Inadequate:	this aspect of the provision is not good enough

Service information

Brief description of the service

This children's home is registered to accommodate one young person, male or female, with an age range from 10 to 17 years of age.

It is rurally situated in a village. The detached house is set back from a main road and has been upgraded and refurbished for its current purpose. The home is set in its own enclosed garden.

The home is intended to provide a high degree of personalised care for one young person. It operates a permanent one-to-one staffing ratio.

Summary

The overall quality rating is outstanding.

This is an overview of what the inspector found during the inspection.

This inspection was an announced interim visit. The inspection focused on the arrangements for keeping young people safe.

Young people were not present during the inspection process.

The overall quality rating for this setting is outstanding, with an outstanding outcome judgement for staying safe. This company has established policies and procedures, which are underpinned by a comprehensive framework of staff training. This ensures high quality practice, which is sustained and results in robust and outstanding outcomes for young people. The home supports young people who demonstrate behaviour that puts them at high risk. The Registered Manager and staff team are challenged by a range of demanding behaviour. They work consistently to support young people to address this inappropriate behaviour and stay safe. When young people do put themselves at risk the staff team work effectively in partnership with other agencies to safeguard the young people.

Improvements since the last inspection

There were no recommendations or actions made at the last inspection. This home continues to monitor and develop outstanding practice.

Helping children to be healthy

The provision is not judged.

Protecting children from harm or neglect and helping them stay safe

The provision is outstanding.

The Registered Manager and staff team are skilled at working with young people who present high risk behaviours. Working in partnership with a range of agencies, as well as internally with the company's therapist team, young people's needs are identified and promoted.

There are clear policies, procedures and staff guidance on promoting safeguarding and privacy, managing challenging behaviour, preventing absence without permission and addressing concerns and incidents of bullying. The policies and procedures are regularly reviewed and updated to reflect developing practice.

These policies and an established programme of training underpins strong working practices that ensure staff have the skills to keep young people safe. The company has made a commitment to ensure all their Registered Managers and senior staff complete local authority training for designated safeguarding officers. This is in addition to child protection training that all staff receive as part of their induction and on-going training. The company's training department also continues to be proactive in coordinating staff training with the local authority for all independent sector children's services. The home's Registered Manager is one of two Registered Managers within the company who have qualified with the local authority to deliver this training.

Staff are realistic that outstanding outcomes will not be immediate for some young people but ensure, through the provision of a safe and secure living environment, that young people are afforded the opportunity to build or rebuild confidence in their coping and problem solving skills. This service understands that a vital component of keeping a young person safe is to recognise what level of risk they present to themselves and others. This determines the level of supervision required and the strategies needed to support each individual young person to develop. A crucial element of this process is the life space interview, which helps the young person to gain insight and understanding into the reasons why they react in the way they do and help them build strategies to cope.

When incidents occur the staff team work in partnership with appropriate agencies to secure the safety of young people as quickly as possible. Patterns of behaviours are monitored and used to review staff practice and interventions. For example, where it is observed that consequences are not effective they are stopped. Positive intervention and rewards are promoted at all times even when behaviour is difficult.

Young people's physical safety is safeguarded through effective health and safety policies. Detailed assessments of risk ensure dangers are identified and actions are put in place to reduce risk. Staff are well informed of each individual's needs through risk assessments and a placement plan. These ensure there are effective strategies that support young people to progress and learn new skills whilst ensuring their

safety.

Records relating to staff recruitment and selection were checked at the company's headquarters during the key inspection. The company's recruitment and selection process is robust and the procedure undertakes checks over and above those required in the children's homes regulations.

Helping children achieve well and enjoy what they do

The provision is not judged.

Helping children make a positive contribution

The provision is not judged.

Achieving economic wellbeing

The provision is not judged.

Organisation

The organisation is not judged.