

Children's homes - interim inspection

Inspection date	09/03/2016
Unique reference number	SC398393
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Options BESD (1) Limited
Registered person address	Turnpike Gate House, Alcester Heath, Alcester, Warwickshire, B49 5JG

Responsible individual	Richard Jones
Registered manager	Philip Elson
Inspector	David Morgan

Inspection date	09/03/2016
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 full inspection. At this interim inspection Ofsted judge that it has improved effectiveness. The last inspection of this service found that it was operating at a good standard. Shortly afterwards, the new manager was registered with Ofsted. He has addressed the requirements and recommendations made at the last inspection. This has helped to improve the effectiveness of the service. For example, there is now greater integration of the targets that social workers set with the work undertaken by staff. Of particular benefit is the continuity of staff and children under his leadership. There have been no admissions or discharges and no changes in the staff team. This provides children with a high level of security and, as a result, they thrive. The children are happy and feel safe with adults they know well. Both children enjoy a wide range of activities and learn to take greater responsibility for themselves and others, for example, by mentoring younger children at the clubs they attend and at school. This demonstrates significant improvements in their levels of maturity and confidence. These attributes also have benefits in their education, where their attendance levels are very high. In a recent education review, a professional said of one child that there had been a, 'dramatic improvement in her attitude'. The children now have a better understanding of the risks that social situations pose and exercise appropriate strategies to stay safe. Other agencies confirm that children make substantial improvements in their emotional health, although it remains a significant issue. Staff have contributed to this important progress through close liaison with other professionals as well as children's parents. It has increased the options available to one child, for example by improving her relationships with her family. The manager has improved the engagement of staff in the risk assessment process. Improvements in their understanding mean that proportionate risk taking is possible in light of the children's improved skills and greater independence. Children no longer need, for example, to have their bedroom doors alarms turned on. Many of the critical risks that children faced previously have fallen to normal	

levels. Very few serious incidents have occurred since the last inspection.

Staff members understand the children well and use this knowledge to help them learn new skills and consolidate existing ones. This behaviour management process also minimises the frequency and severity of negative incidents. In this way, staff recently supported one child to attend a climbing course over several weeks.

The manager has re-established the team into an effective unit. Team members consider him knowledgeable and supportive. Consequently, they now benefit from a stimulating working environment, which has raised morale substantially. Regular supervision and appraisal meetings as well as frequent training events are raising the skill levels of all the team members. Some are taking the opportunities for professional progression; this planning is an important part of maintaining a good standard of care into the future. The manager has clear ideas about how to improve the service further.

Information about this children's home

This home is for two children who have emotional and/or behavioural difficulties. It is located in a rural area and is operated by a large provider.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
15/09/2015	CH - Full	Good
20/03/2015	CH - Interim	Sustained effectiveness
25/06/2014	CH - Full	Adequate
10/03/2014	CH - Interim	Good progress

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*.

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