

Inspection report for Children's Home

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Inspector	Alicea Churchward
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Date of last inspection	18/08/2010
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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

The home is a large detached house in gated grounds. It belongs to a private provider who has two other children's homes. The home is decorated and maintained to a very high standard and offers very good facilities to the children and young people resident. This home is in a residential area and is close to community facilities and leisure pursuits. It is indistinguishable from surrounding properties and looks like a family home.

Summary

The overall quality rating is satisfactory.

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

At this unannounced interim inspection the key standards in the staying safe outcome area were inspected. Other outcome areas will be inspected at the next key inspection. In addition, the requirements and recommendations made at the last key inspection were monitored to ensure compliance with the standards and regulations.

This is the second inspection of the service since their registration with Ofsted in March 2010. The overall judgement remains satisfactory. The main strengths of the service are that they have a settled group of young people living in the home who report favourably about the quality of care they receive and that the home is a safe place to live. Almost all of the requirements and recommendations were met since the time of the last inspection, the home takes prompt action to address any shortfalls identified by Ofsted.

One requirement has been issued in respect of agency staff recruitment information, which demonstrate employment gaps. One recommendation arising from the last inspection is partially met and has been made to include staff experience in the Statement of Purpose.

Improvements since the last inspection

A number of recommendations were made at the time of the last inspection. Training has been provided in respect of equality and diversity, first aid, food hygiene, and the organisations complaints procedures.

The Statement of Purpose has been updated to include staff qualifications and that the home will take emergency admissions. There have been no new admissions since the last inspection. The Registered Manager is in process of developing the admissions form used by the home to include a risk assessment about compatibility of any proposed admissions and the existing group of residents.

The home is in the process of obtaining views of parents and placing social workers, there is some good evidence in the statutory review reports and there are plans to chase outstanding information. Records of menus have improved and the home has a development plan in place.

Three requirements were made in respect of arrangements for young people to access a telephone and to ensure that where there are restrictions, there is written agreement from placing social workers; these matters have been addressed.

All young people now have a placement plan. Permanent staff have all of the required information to demonstrate safe recruitment, another requirement has been issued in respect of agency staff used by the home.

Helping children to be healthy

The provision is not judged.

Protecting children from harm or neglect and helping them stay safe

The provision is satisfactory.

Young people report that their privacy is respected by staff. The home has a privacy and confidentiality policy which includes the room search policy and guidance about the circumstances in which they may take place is included in the children's guide. Information is handled and stored in a confidential manner.

All staff have received training in safeguarding the welfare of young people during their induction to the home, the training is subsequently refreshed. The home has copies of the local area procedures for reference purposes. There have been no referrals to the safeguarding board. Young people say that the home is a safe place to live.

The Registered Manager and the staff create an atmosphere where bullying is known to be unacceptable. There is a policy on countering bullying that is effective in practice. Young people confirm that there is no bullying, inside or outside of the home and that it is clear it will not be tolerated.

The home maintains records of any absence by the young people from the home, there have been no incidents of absence, young people are settled in their respective placements.

Behaviour is managed well and young people are responding well to the boundaries and expectations placed upon them. In one case a social worker states that a young person has made 'remarkable progress' and there has been a reduction in incidents. All staff have received training in positive behaviour management and the use of restraint where necessary. Staff respond to unacceptable behaviour appropriately.

The home maintains records of sanctions and restraint that are signed by the young people and frequently monitored by the manager.

There are regular checks and maintenance of all equipment in the home including fire equipment, gas and electrical installation. There are regular fire drills to ensure that young people know how to evacuate the premises if there is a fire. There are risk assessments in place in respect of the building that are subject to regular review and no hazards are identified during the course of this visit.

Staff recruitment records are maintained by the home all information is present in relation to permanent employees. Information is provided by the agency for those workers employed through an agency, however insufficient detail in respect of complete employment histories is evident. The home has a visitors' policy, which is adhered to in practice, to safeguard young people.

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.

What must be done to secure future 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 Provider(s) must comply with the given timescales.

Std.	Action	Due date
27	ensure that there is a complete employment history for all staff employed to work at the home. (Regulation 26 and Schedule 2)	10/02/2011

Recommendations

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

- include the work experience of staff in Statement of Purpose. (NMS 1.2)