

Children's homes - interim inspection

Inspection date	27/01/2016
Unique reference number	SC407787
Type of inspection	Interim
Provision subtype	Children's home
Registered manager	Ryan Thirlwell
Inspector	Amanda Maxwell

Inspection date	27/01/2016
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 sustained effectiveness. Young people continue to make good progress; they are all engaged in education and leisure activities and are developing their self-regulation of behaviour. One young person has a mixed programme of college attendance and a tutor. He stated that he did not wish to attend the school attached to the home and staff have explored and sought alternatives for him. He is making very good progress; his attendance levels are high when previously they had been low. Other young people are attending the school operated by the same provider, with each making progress within their capabilities. Each young person has a health plan and action plan which details their needs and how these are being met. Those who require medication have regular reviews; basic health care is being met via local community services. Those needing specialist services are supported to access them. The organisation which owns the home have a psychology service attached to the school and young people access the service if required. Staff offer a vast array of activities to young people promoting individual hobbies and interests. Each young person is encouraged to take part in some form of physical activity. There is a table-tennis table in one of the lounge areas which young people frequently use. Staff support and facilitate contact and review plans when required, several young people go home at weekends and in school holidays. Staff have visited young people at home and offered outreach during holiday periods which has supported young people and their families enabling longer positive periods at home. Young people approaching transition have pathway plans, with clear aims and objectives identified. Young people are developing their independence skills; one is regularly accessing public transport. Staff are considering offering a weekly budget	

to support him in learning how to manage a budget that will be similar to the one he will receive once he moves on.

Staff have increased opportunities in which young people can voice their views and opinions regarding the day-to-day running of the home. House meetings are now occurring regularly and young people are contributing to menus, activity planning and discussing issues in the home. The meetings are also used to inform young people about a variety of topics which has included e-safety.

A new system for recording and planning one-to-one sessions is in place; sessions occur regularly, some with advanced planning and some spontaneous to a situation. Keywork discussions and exploration of wishes, feelings, views, hopes and aspirations occur providing good life education to young people. The manager has plans to reflect the views sought within all plans and reviews.

Allegations and complaints prompt thorough managerial responses. They are recorded, referred on when required and fully investigated. Outcomes have been provided and reparation work completed when required. The evidence to reflect how a decision or outcome was reached is not available and the manager plans to address this.

Safeguarding concerns are well managed and have been reported and referred as required, key stakeholders have been involved and have contributed to plans to address and minimise risk.

Each young person has a missing risk assessment and plan to follow when required. There have been no episodes of missing since the last inspection. Those with identified child sexual exploitation risk levels have assessments and plans in place which address and minimise risk.

Each young person has an individual risk assessment and support plan providing clarity regarding triggers, antecedents, de-escalation strategies and interventions. Young people are offered debrief following an incident with a 'rebuild' session (to restore the relationship) following any incident involving others.

Physical intervention is used within the home with all staff trained in the provider's preferred method. Incidents and physical interventions are recorded and reviewed but there are inconsistencies in the monitoring oversight with gaps in recording not identified and rectified.

Sanctions and rewards are recorded; the new system of recording rewards shows how achievements are celebrated. Sanctions used are linked to the trigger or cause with young people requested to comment, there are some sanctions recorded which have no detail regarding the cause; this has not been identified within

monitoring systems.

Young people are learning to self-regulate their behaviour in more positive ways, one young person requested a sensory area within his bedroom and this was arranged and it is having a positive impact. He chooses to use it to relax in and this assists him in managing his behaviour; there has been a corresponding reduction in his incident levels.

Young people are taking an interest in the home and its appearance; they have been involved in choosing items of furniture and decor. The kitchen and laundry area is currently undergoing refurbishment and young people have been involved in choosing the tiles for the kitchen area. A young person chose paint for his bedroom and then assisted in painting it.

The environment is a safe one, with any damage being swiftly addressed. The environment checks and servicing requirements within the home have occurred. Young people and staff take ownership of the environment and this is reflected in its presentation; levels of intentional damage in the home have reduced.

The home development plan is currently under review, the manager has sent questionnaires to young people and other key stake holders to gain views prior to completing his own review of the development plan.

The location risk assessment is due for review and update.

Staff receive more regular and effective supervision; systems are in place to ensure it occurs in line with the homes policy and procedure.

Staff meetings take place monthly with workshops and additional training sessions occurring. Staff have received a variety of training which has included a session on 'positive role modelling'. The manager plans to provide 'radicalisation training' in the coming weeks.

Requirements and recommendations previously set have been implemented and actioned.

The staff team is stable with minimal changes of personnel; there is one vacancy currently with plans in place to address. There have been no admissions or discharges to the home since the previous inspection and the young people are very settled and making good progress.

Information about this children's home

- The home is registered to care for up to 6 children with emotional and/or behavioural difficulties (EBD).
- The home is privately owned by a large organisation.
- The home is linked to a specialist education provider and so young people may attend that setting for education purposes.
- Therapy services are accessible on the school site.
- The home is located in an urban area within easy reach of all local amenities and services.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/09/2015	CH - Full	Good
09/12/2014	CH - Interim	improved effectiveness
05/08/2014	CH - Full	Adequate
22/10/2013	CH - Interim	Satisfactory Progress

What does the children's home need to do to improve?

Recommendations

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

- The registered person should actively seek independent scrutiny of the home and make best use of information from independent and internal monitoring to ensure continuous improvement. They should be skilled in anticipating difficulties and reviewing incidents, such as learning from disruptions and placement breakdowns. They are responsible for proactively implementing lessons learned and sustaining good practice' (The Guide to the Quality Standards, page 55 paragraph 10.24)
- Staff should be familiar with the home's policies on record keeping and understand the importance of careful, objective and clear recording. Staff should record information on individual children in a non-stigmatising way that distinguishes between fact, opinion and third-party information. Information about the child must always be recorded in a way that will be helpful to the child (The Guide to the Quality standards, page 62 paragraph 14.4)

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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