

Inspection report for children's home

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Inspection date	07/01/2014
Inspector	Carole Moore
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	15/08/2013
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Service information

Brief description of the service

This privately owned home is registered to accommodate eight children and young people with learning disabilities. The home has a school and offers planned short and long-term placements. The school is registered with the Department for Education.

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 **good progress**.

At the last inspection in August 2013 the overall quality rating of the service was judged as good, with six recommendations made to improve the provision. This service demonstrates its capacity to improve because it has met the recommendations made, and is judged to be making good progress following this inspection. There are no requirements or recommendations made as a result of this visit.

At the previous inspection shortfalls were identified relating to consultation with the young people, redecoration in the dining room, reviewing the Statement of Purpose, a development plan to be implemented, regular supervision for staff and liaison with the placing authorities in relation to transitions. All of these areas have been met.

Consultation with the young people is always work in progress as the staff team continually find new ways of effectively communicating to meet the individual needs of each young person. Staff continue to firmly advocate on behalf of young people, to promote their rights. They have an advocate service which visits the home regularly and this adds to the person centred approach and ethos of the home. The

advocate was present during the inspection and confirmed the good progress that had been made over the last six months and how staff always kept the young person at the centre of their practice.

There are clear plans in place to extend the living areas of the home and this will further enhance the space for the young people. The dining area has been redecorated to give a more homely feel.

The Statement of Purpose has been reviewed and its aims and objectives are child focussed and shows how the service will meet outcomes for children.

The Registered Manager has appropriately liaised with the local authorities and the Independent Reviewing Officers about the progress of the young person's readiness to move to future accommodation. There are clear plans in place to address these moves.

The home has a written development plan which is a working document and clearly defines any planned changes in the operation and resources of the service.

Since the last inspection the home has recruited a number of new staff. Staffing has increased in that a housekeeper and two chefs are now employed as well as drivers. This allows the support staff to fully concentrate on the care of the young people. This means that young people are even better supported because the number of staff on duty reflects the individual needs of young people. Subsequently, the welfare and safety of young people is further promoted.

Since the previous inspection a new staffing structure has been introduced with added responsibility given to senior coordinators. Staff are listened to and they feel, 'empowered'. They give examples of positive changes that have been made as a result of this. All staff have their performance formally appraised and have regular supervision. Teamwork practices are developing because of this restructure, and staff morale is at an improved level. Staff comment highly about the improvements to the service following the appointment of the Registered Manager, because she is proactive in responding to the needs of the service. Comments from staff include, 'There is always someone to help and guide us which is great.'

Competent and knowledgeable staff are committed to promoting good outcomes for young people in their care. The staff are managed in a way that encourages regular reflection of their work, which in turn helps identify ways of improving the service. There is a positive commitment to professional development, with staff regularly updating their core training to refresh their knowledge and understanding. To further enhance staff development, the manager has also implemented learning and development days to support staff with keeping up to date with practice. Team meetings are now more focussed and regular. This ensures staff possess the competences and skills to meet young people's complex needs. Staffing levels are well managed and this is in keeping with the service's Statement of Purpose and the needs of the young people.

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*.