

Children's homes - Interim inspection

Inspection date	13/06/2016
Unique reference number	SC411616
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	Calcot Services For Children
Registered provider address	Pond View, Wokingham Road, Reading RG10 0SB

Responsible individual	Harvinder Singh
Registered manager	Cassandra Stribbling
Inspector	Emeline Evans

Inspection date	13/06/2016
Previous inspection judgement	Sustained effectiveness
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 outstanding at the last full inspection. At this interim inspection, Ofsted judges that it has sustained effectiveness. Young people have continued to make good progress since the last inspection. The managers and staff team have clear visions and aspirations for the young people in their care. One young person commented, 'The home is really good, and they (the staff) have helped me emotionally and physically.' There were two young people in placement during the inspection. Both have been living at the home for a number of years. Young people are positive about the relationships that they have with the staff team, and one social worker commented on the nurturing approach that staff take, which enables these attachments to be formed. Young people trust the staff and are able to talk to them. One young person is due to move on to semi independence in the next few weeks. This is a well-planned and facilitated move. The manager, keyworkers and staff have contributed to the plans for her future. The young person feels very well prepared for this next move. Since the last inspection, the home has experienced some change in the group dynamics in the home. One young person has been admitted, and two discharged. One discharge was planned due to the age of the young person, and the other young person's placement was ended due to the impact that the placement had on the home and on the other young people. The decision was made in conjunction with the necessary professionals and in the best interests of all young people. The admission to the home resulted in new challenges for the staff team and young people. During this time, the home experienced an increase in challenging behaviour exhibited, including missing from care. The home has clear protocols in the event that a young person is missing, and these have been followed in practice. These are explicit in what steps need to be taken to promote each young person's safety. The strategies are proactive, to dissuade young people from going missing. Staff worked effectively together to support each other and the young people. Young people still in placement reflect openly with staff and professionals on the impact their behaviours have on themselves and others. During the referral and admission process, impact risk assessments are completed. However, the assessment completed for the recent admission did not take into account all known behaviours of the young people in placement and the young person who was	

admitted. This did not enable a robust evaluation to determine whether the staff were able to meet the young people's needs or to assess whether they were able to keep all young people safe. Impact risk assessment processes need to be improved for future admissions.

Young people benefit from effective working relationships between staff, parents and professionals from a range of other services. Information is shared with staff to ensure that they have the appropriate information to support the young people effectively. Effective and prompt referrals have been made to children's services, and the home was quick to take action following one incident. Risk assessments are adjusted and necessary safeguards put in place to safeguard the young people.

The staff are skilled at promoting an encouraging and supportive environment where young people feel safe and well cared for. The staff team is consistent in its approach and engages with young people effectively, to promote positive behaviour. Staff use a range of ways to achieve this, and young people use direct work to focus on working through emotional and personal issues and concerns that affect their behaviour. As a result of the use of this restorative approach, the home has very low use of sanctions and physical intervention. There has been clear management oversight of any restraint and actions taken to prevent reoccurrence.

The suitably qualified and experienced registered manager leads the enthusiastic staff team effectively. The monitoring systems in place continue to review the quality of care that young people receive and to identify areas for improvement. Internal monitoring taking place by the manager reflects an awareness of any crucial issues and identifies patterns and trends. There is clear evaluation and monitoring of the professional practice that young people receive. It is evident how the manager intends to improve the experiences for young people in the home further.

Information about this children's home

The home is privately owned by an established company. The home is registered to accommodate a maximum of three young people who may have emotional and behavioural difficulties. A therapeutic approach is taken in working with children and young people, with the aim of enabling them to return to their family homes, to alternative family placements or to move on to independent living.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
02/02/2016	Interim	Sustained effectiveness
03/11/2015	Full	Outstanding
25/03/2015	Interim	Sustained effectiveness
19/12/2014	Full	Outstanding

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

Statutory requirements

This section sets out the actions that must be taken so that the registered persons meets the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'. The registered persons must comply within the given timescales.

Requirement	Due date
12 The protection of children standard In order to meet the protection of children standard, the registered person is required to ensure (2)(a)(i) that staff assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child. In particular, they should ensure that impact risk assessments include all the necessary information.	12/07/2016

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 that 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 whom 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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