

Children's homes - interim inspection

Inspection date	21/03/2016
Unique reference number	SC412971
Type of inspection	Interim
Provision subtype	Children's home
Registered manager	POST VACANT
Inspector	Paul Scott

Inspection date	21/03/2016
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 Declined in effectiveness. There is still no Registered Manager in post. A number of applicants have been identified for, or appointed to the management position but have either left or withdrawn their application before successfully registering with Ofsted. This means that this position has now been vacant since April 2015, a factor that has resulted in a judgement of declined effectiveness. The responsible individual is very clear about the urgency to appoint and register a manager without delay and the implications that failing to do this will have on future inspection outcomes. The home is being run by a temporary manager who is well supported by a suitably experienced and knowledgeable staff team. Collectively they provide young people with a high standard of care and support, recognising them as individuals who have their own development needs, including those associated with their disabilities. They work closely with parents and professionals to achieve a coordinated and well-informed approach to care planning. The effectiveness of this approach is evident in the good progress young people make in many aspects of their life, including socialisation, behaviour, communication and mobility for example. Young people continue to be safe in this home. Their individual behaviours, risks and vulnerabilities are routinely considered and effectively managed by staff. Staff are appropriately trained and know how to keep young people with complex needs safe. Relationships are a real strength and are well used to manage young people's anxieties, frustration and challenging behaviour. Staff make good use of a range of communication aids to help young people make choices or prepare for various transitions. For example, they use a traffic light system for one young person to help them prepare for changes such as getting ready and starting activities and preparing for school. This has been effective in reducing anxiety levels at key times. Two of the three requirements from the previous inspection have been suitably addressed. Restraint records have been reformatted to ensure that staff record fully how they have applied restraint techniques. Systems for managing children's	

records have been improved ensuring that all relevant information is maintained in the home. A temporary manager has been appointed. However, this is not a permanent arrangement and currently consists of the manager only spending three days a week in the home, soon to be increased to four. This is due to his work commitments in his substantive post which is in a children's home some distance away.

The majority of recommendations from the previous inspection have not been fully met. Plans are in place to facilitate staff being trained in the use of restraint ground holds. However, this training has not yet taken place, limited by the short period of time elapsed since the last inspection. There is still no system in place to record the use of mechanical restraints such as protective harnesses, helmets and vests. The use of these continues to be appropriate and in line with young people's needs. The home's housekeeper has been supported to access relevant training including autism awareness and the use of physical intervention. Staff were unable to provide evidence that the housekeeper had been given the opportunity to familiarise herself with the home's internal whistleblowing procedures.

Information about this children's home

This children's home is operated by a private organisation. The home provides residential and respite care and accommodation for up to four young people with learning disabilities.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/01/2016	CH - Full	Good
26/02/2015	CH - Interim	improved effectiveness
19/06/2014	CH - Full	Good
16/01/2014	CH - Interim	Good Progress

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 (England) Regulations 2015 and the *Guide to the children's homes regulations including the quality standards*. The registered person(s) must comply with the given timescales.

Requirement	Due date
The registered person must appoint a person to manage the children's home. This is with specific reference to recruiting a permanent manager. (Regulation 27 (1))	23/05/2016

Recommendations

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

- The registered person must ensure that all their staff have been adequately trained in any restraint techniques appropriate to the needs of the children the home is set up to care for, in particular that all staff are trained in the use of ground holds. (The Guide to the Quality Standards, page 49, paragraph 9.61)
- Where a child does not have an EHC plan or statement of special educational needs in which a specific type of restraint is provided for use as part of the child's day to day routine, the home must ensure that that the use of any measure is recorded in accordance with the recording requirement in regulation 35(4). This is with specific reference to the use of any mechanical restraints such as protective helmets and harnesses. (The Guide to the Quality Standards, page 50, paragraph 9.57)
- Staff, including the homes housekeeper should be made familiar with the homes internal whistleblowing procedures. (The Guide to the Quality Standards, page 53, paragraph 10.9).

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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