

Children's homes - interim inspection

Inspection date	30/12/2015
Unique reference number	SC412979
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Priory New Education Services Limited
Registered person address	Unsted Regional Office, Munsted Heath Road, Godalming, Surrey, GU7 1UW

Responsible individual	Kath Bridon
Registered manager	Vacant
Inspector	Anne Bannister

Inspection date	30/12/2015
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.	
There have been considerable changes since the previous inspection. Staffing has been an issue for the home and reliance on agency staff had initially increased. However, following a recruitment drive a new appointment was made to take over the role of registered manager. She is an experienced person who holds appropriate experience and skills. She holds the Level 5 Diploma in Leadership and Management of Children's Services. She has completed her application for registration within appropriate timescales and is currently waiting an interview appointment.	
The young people at Fox Lane continue to make progress in all of aspects of their life. They benefit from very individual care planning. They respond to consistent routines that positively enhance the young people's well-being. The staff have established strong professional, trusting relationships with very vulnerable young people. As a result young people's skills and self-confidence in their ability to change patterns of behaviour have increased	
The new manager's first task was to make an initial assessment of how the home was functioning and then formulate a development plan of how to move the home forward in order to retain the high quality of care provided. As a result in a relatively short period of time she has revised care plans, reviewed daily diary sheets, redefined the role of key workers, appointed four new staff and until further staff are appointed, has contracted a very small team of agency workers to cover vacancies. This ensures that young people feel confident about people who provide their care.	
Staff are aware that they are working with highly vulnerable young people due to their inability to communicate verbally. They are trained to support the young people's challenging behaviours appropriately, and to get to know the young people well so that they can recognise changes in behaviour, and potential indicators of abuse.	
The young people have individualised activity planners, which are created in accordance with the young people's preferences and capacity. As a result the young people in residence at Fox Lane enjoy enriched leisure time, through a	

combination of community, in house and sensory based activities. By including a wide variety of community activities, and not limiting the young people to specific special disability sessions, it enables them to have a presence and engage in the wider community but also challenges prejudice.

Staff are well motivated and show good understanding of the young people's individual needs relating both to their characters and their disabilities, and young people feel valued and nurtured as a result of this. Young people are shown good levels of emotional warmth and this contributes to their development of self-esteem and their emotional resilience. All of the young people are making good progress through good attendance at education, active engagement with staff in the home, attendance at additional activities and development through their individual care plans which are reviewed on a monthly basis.

The health and well-being of young people is paramount. The young people have access to a wide range of health professionals including speech and language therapists, a behavioural analyst and learning disability nurse. The manager has been a strong advocate for a young person whose acute health needs were not being appropriately assessed. She challenged the hospital procedures in order to ensure he received the tests he required. She and her team ensured the assessment undertaken by medics was carried out in a manner that would least distress the young person. Parents are extremely positive about the support their son received from staff. Changes in health are monitored and recorded quickly, with the appropriate intervention being sought by staff in a timely manner. Strong communication links are maintained between the home, therapy teams, social services, education and medical practitioners to ensure a holistic care package is provided to the young people. This ensures that care practice is supporting positive outcomes for young people in all aspects of their life.

Issues have occurred since the last inspection resulting in the manager having to review staff practice. For example not all staff were adequately responding to a young person's care plan, resulting in him eating something inappropriate in the garden. This and an error in the recording of the administration of medication was dealt with very promptly by the manager and staff practice revised.

Leadership and management is strong and clearly drives forward improvement in the service. A culture of reflective practice is developing so that the staff team learn from when things have not gone so well. Effective and efficient monitoring and evaluation of the service provided is ensuring that the service continues to develop.

Requirements and recommendations made at the last inspection have been addressed. The practice of routinely completing body maps for all young people has stopped, the manager is receiving regular supervision in line with company policy, records now confirm the statutory provision each child is accommodated under, and regulation 44 are being submitted within 28 days of the date on which they are completed. No requirements or recommendations have been made as a

result of this inspection.

Information about this children's home

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

Recent inspection history

Inspection date	Inspection type	Inspection judgement
15/07/2015	Full	Good
24/02/2015	Interim	Improved effectiveness

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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