

Children's homes - interim inspection

Inspection date	02/02/2016
Unique reference number	SC413078
Type of inspection	Interim
Provision subtype	Children's home
Registered manager	Vacant
Inspector	Katarina Djordjevic

Inspection date	02/02/2016
Previous inspection judgement	Outstanding
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 full inspection. At this interim inspection Ofsted judge that it has improved effectiveness. Young people are achieving to a very high standard in their education. Their attendance is excellent which is significant progress for one young person. Excellent attendance and engagement in education means young people have every opportunity to reach their full potential. One young person is on track to obtain his GCSE's grade A – C's. Staff are totally committed to supporting young people and their families improve their relationships. They give both practical and emotional support. For example, staff resourced a workbook for a young person to understand his condition and the workbook was also given to his parents. This helps to have a shared understanding of the young person's condition, which in turn benefits their relationship. One young person's relationship with their family has improved so much that they are on track to return to their family home. Young people receive excellent support to pursue their hobbies and interests and try new experiences. Since the last inspection they have had two holidays and they chose the destination. They have been on day trips to London and Blackpool. A young person has started swimming lessons and another young person is going to a major concert in Birmingham in March; this will be the first time the young person has ever been to a concert. The quality of care young people receive is outstanding because they are cared for by a skilled and motivated staff team who only want the best for them. They make very good progress given their starting points, which means their futures look brighter. Continued learning is embedded in day-to-day practice for both young people and staff. This is because this is a very well managed home. Young people feel listened to and valued; they are central to decision making about the running of the home. Fortnightly residents' meetings take place, which alternate between taking place in the home and young people and staff going out. Trips out are linked to learning about equality and diversity. For example, young people recently learnt about the Chinese New Year and they went for a Chinese	

meal with staff. Since the last inspection they have attended some staff meetings where they have enjoyed sharing experiences and information and been supported to pursue their wishes. For example, at a staff meeting in September, the young people held a coffee morning to raise money for a cancer charity. They made and sold cakes and one young person took cakes to school to sell. A joint meeting was held in December, which included having a Christmas dinner at a pub. The registered manager asked young people and staff for their views on what to include in the locality risk assessment that was due for review; and a member of staff gave a talk on radicalisation. Young people have also recently contributed to the home's development plan.

Young people are very happy at the home. Their confidence and self-esteem is continually improving because they receive nurturing and supportive care. They benefit from excellent relationships with staff who they trust and are able to raise concerns with. This helps them to feel safe.

Both young people said they feel safe and know that staff will challenge any unsafe behaviours. They are given good guidance through effective key work sessions and residents' meetings that include discussions and exercises on keeping safe. Those young people, whose behaviour in previous placements was very challenging and unsafe, have made significant progress since living at the home. They no longer go missing and staff have not had to use physical intervention. This is testament to the skills of the staff team.

Since the last inspection, fire officers from the local Fire and Rescue Authority have attended the residents' meeting to discuss fire safety and show a short film. This led to young people being invited to the local fire station, which they both enjoyed. Young people learnt from these experiences and reflected on the impact of setting fires and unnecessary work it creates for the fire service.

Young people said that bullying is not an issue in the home. Since the last inspection a member of staff has taken on the role of 'bully buster'. She has demonstrated a real enthusiasm and commitment to this role and has researched a lot of information on different forms of bullying, discrimination and oppressive practices. Young people discuss these issues and engage in a range of activities during the residents' meetings. As a result, they learn about difference and some of the issues discussed really resonate with their situations. For example, information and discussion on 'Careism' has been a recent agenda item. This relates to children and young people in care and some of the myths and stereotypes that exist. The member of staff is currently liaising with the local authority to try to access a speaker to come to the residents' meeting to speak about bullying.

Partnership working continues to be a key strength. Relationships with some agencies have become even stronger since the last inspection due to the drive and commitment of the registered manager. As a result, a number of opportunities have arisen for young people to exercise their rights and use their experiences to

contribute to the wider community. For example, one young person was given the opportunity to apply to be part of the Local Authority Youth Commission for Police and Crime. This involved a rigorous recruitment process and the young person was successful in obtaining a place. He explained the role to the inspector and showed her a recent newspaper article in the local newspaper. He is really proud of this achievement and this has helped to increase his confidence. The same young person is also part of the Children in Care Council.

Partnership work with the police has strengthened. The registered manager arranged for the police sergeant from the missing person's team to attend a staff meeting. She has also been instrumental in instigating meetings with the police missing person's team and local children's homes and other child care provisions. These initiatives give different agencies greater understanding of young people's needs and vulnerabilities, which in turn helps to protect young people from the risk of harm and abuse.

The registered manager has continued to update systems and practices that reflect the quality standards and regulations. The template for key work sessions is now based on the quality standards. The three senior residential workers have recently taken on responsibility for re-visiting the quality standards with a view to leading discussions and exercises in staff meetings. These improvements demonstrate the commitment of staff to continually improve the quality of care provided and young people's life opportunities.

The registered manager left on 31 January 2016 transferring to another children's home run by the same provider. A new manager has been in post for almost a month and has had the opportunity to spend her induction with the previous registered manager. This is good practice. She is in the process of applying to Ofsted to become registered.

Information about this children's home

This privately operated home offers accommodation for up to two young people who may have emotional and behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
22/07/2015	Full	Outstanding
09/03/2015	Interim	Improved Effectiveness
10/12/2014	Full	Good
15/10/2013	Interim	Inadequate Progress

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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