

Inspection report for children's home

Unique reference number	SC414516
Inspector	Amanda Ellis
Type of inspection	Interim
Provision subtype	Children's home

Registered person	Blue Mountain Homes Ltd
Registered person address	17 Leeland Mansions Leeland Road London W13 9HB
Responsible individual	Pradeep Kumar Manaktala
Registered manager	Douglas John Harrison
Date of last inspection	26/11/2014

Inspection date	24/02/2015
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Previous inspection	good
Enforcement action since last inspection	none

This inspection

This home was judged good at the last full inspection. At this interim inspection Ofsted judge that it has **sustained effectiveness**.

At the last full inspection of this home in November 2014, four requirements and two recommendations were identified to promote improvement within the home. Within this inspection, the management team have demonstrated that four requirements and one recommendation have been met. Two further requirements and one recommendation are made as a result of this inspection. These relate to improving the physical environment, maintaining records of allegations and ensuring new staff engage in a nationally recognised induction programme.

The Children's Guide has been revised and now includes all information contained in the statement of purpose. Young people have reviewed and approved the guide, which is both informative and accessible. This means young people have their own guide that enables them to have a clear understanding of the homes purpose, aims, objectives and operation.

The Registered Manager has liaised with the local fire and rescue authority in order to review the homes fire safety. This has led to several recommendations from the fire and rescue authority. The manager is implementing these measures to ensure the home is a safe environment.

Internal quality assurance reports are undertaken on a monthly basis and are now submitted to Ofsted at required frequencies. This enables the regulator to review the home's performance.

Improvements to the interior of the home specified the provision of a new carpet in the living room. This fulfils the previous requirement. However, the home environment is variable in quality of fittings, décor and overall cleanliness. The kitchen and living room are of a good standard. However, other areas require significant maintenance and decoration. For example, there were several damaged

doors, some doors have broken handles and some have protective metal plates. Areas of the home have significant damp leading to wallpaper coming off the walls. Other shortfalls include windows having damaged and dirty venetian blinds, pictures 'screwed' onto the walls, damaged fire extinguisher cabinet and rusty radiator. Overall, the appearance is of a home that requires a programme of maintenance, significant attention and a deep clean.

The manager has implemented a programme of training for all staff in relation recognising and dealing with bullying. Staff benefit from both on-line and direct training which will enable them to recognise, act and intervene in such situations. There have been no reported incidents of bullying in the home since the last inspection and young people state that there is no bullying in the home.

There have been no new allegations against staff since the last inspection. However, the manager has not addressed the recommendation in relation to providing a clear and comprehensive summary of allegations on staff confidential files. Records of allegations against staff remain incomplete. They do not provide a clear and comprehensive account of safeguarding actions or contain details of multi-agency decision-making. This means monitoring the progression and quality of investigations is unclear.

Since the last inspection, some young people have left the home and have transferred to settings such as young offender institutions. These transitions have been sanctioned through the criminal justice system due to young people's continued criminal behaviours. Through the duration of placements, staff have demonstrated exceptional levels of dedication and resilience. They have persevered with young people, despite highly challenging behaviours. Prior to these transitions, management and staff have been proactive in working in partnership with social care and youth justice agencies to minimise risk and keep young people safe.

Some young people remain in their medium to long-term placements and appear settled and happy. Educational engagement and achievement has improved from their starting points, with all young people having good attendance and making progress in their individual educational programmes. Young people engage in age appropriate extra-curricular activities, including sporting activities and spending time with friends in the community. Health needs are closely monitored with young people benefitting from holistic health care and support. These young people have improved outcomes because of living in this home.

The home has welcomed some new young people since the last inspection. Placement planning is inclusive of social care, health, education and specialist professionals. This planning and assessment ensures the home can provide care that meets the needs of young people. All placements, whether planned or emergencies, are assessed for compatibility with current residents.

Some young people do go missing from care in this home. In such circumstances,

the staff team have the knowledge and understanding to effectively implement the missing from care policy and locally agreed police protocols. This means young people benefit from high levels of protection and prompt intervention.

The home employs a competent and well-trained staff team. The manager regularly oversees all aspects of the training and supervision of staff to ensure that they are well trained and receive sufficient professional support. There have been some new staff members to the home, who are undertaking the provider's mandatory training. However, these staff have not been enrolled on the Children's Workforce Development Council's induction programme. This means they do not benefit from a nationally recognised and structured induction programme.

Information about this children's home

The home is operated by a private company and provides care for up to three young people. The home is registered to provide care for young people with emotional or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/11/2014	Full	good
12/02/2014	Interim	good progress
21/08/2013	Full	outstanding
29/01/2013	Interim	good progress

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

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 Regulations 2001 and the National Minimum Standards. The registered person(s) must comply with the given timescales.

Reg.	Requirement	Due date
16 (2001)	ensure the registered person maintains written records of any allegation of abuse or neglect, and of the action taken in response (Regulation 16 (2) (d))	24/03/2015
31 (2001)	ensure that all parts of the children's home used by children are kept clean and reasonably decorated and maintained. (Regulation 31 (2) (e))	24/03/2015

Recommendations

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

- ensure that young people are supported to prepare for moving to their

own accommodation, develop practical skills, financial capability, knowledge and skills and know about entitlements to financial and other support after leaving care. (NMS 12.1)

- ensure new staff undertake the Children's Workforce Development Council's induction standards, commencing within 7 working days of starting their employment and being completed within 6 months. (NMS 18.3)

What inspection judgements mean

At the interim inspections 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

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 main strengths, any areas for improvement, including any breaches of regulation, and any failure to meet national minimum standards. The judgements included in the report are made against the framework of inspection for children's homes.