

Inspection report for children's home

Unique reference number	SC416599
Inspection date	18/03/2013
Inspector	Gillian Walters
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	10/08/2012
--------------------------------	------------

© Crown copyright 2013

Website: www.ofsted.gov.uk

This document may be reproduced in whole or in part for non-commercial educational purposes, provided that the information quoted is reproduced without adaptation and the source and date of publication are stated.

Service information

Brief description of the service

This five-bedded children's home is one of four run by a limited company. It is registered for five females, with emotional and behavioural problems. Education is provided in a purpose-built school on one of the company's other sites.

The inspection judgements and what they mean

Good progress	The children's home has demonstrated continued improvement in quality of care and outcomes for children and young people and where appropriate has addressed all requirements and the large majority of recommendations that were raised at the previous inspection.
Satisfactory progress	The children's home has maintained quality of care and outcomes for children and young people and where appropriate has addressed all requirements and the majority of recommendations that were raised at the previous inspection.
Inadequate progress	The children's home has failed to address one or more requirements and/or has not met the majority of recommendations and/or the quality of care and outcomes for children and young people have declined since the last full inspection.

Progress

Since their previous inspection the service is judged to be making **good progress**.

At the last inspection in August 2012 the home was judged as good. There was one requirement and two recommendations made as a result of this inspection. The home has successfully addressed these issues and has continued to make positive progress, achieving good outcomes for young people.

Progress has been made in ensuring all staff receive regular supervision in accordance with the home's policy. The home has also made further arrangements, contracting with an independent provider to facilitate some time-limited group supervision sessions. This arrangement is successful in enhancing the individual support and guidance currently available to staff. Staff have good opportunity to share their experiences and identify further good practice that ensures common strategies are applied in providing consistent care to young people. The Registered Manager has reviewed and updated the documentation used to record individual supervision. This prompts regular review of key areas of staff performance and appropriately identifies when further knowledge, training or support is required.

The large majority of staff have now participated in an annual appraisal. For the few

that are outstanding, there is a clear plan in place for these to occur. Young people have been encouraged to contribute to the staff appraisal process, providing their views and opinions to constructively inform the process. This has been consistently achieved and young people know that their contribution is valued.

For those young people soon to leave the home, pathway planning has progressed. The home has implemented a programme of work to ensure that young people will have the necessary skills that will support them in moving on to independent living situations. The home has revised care plans and implemented documentation to reflect targets and desired achievements. Young people are encouraged and supported to experience and learn new skills and develop their knowledge of living independently. For example, young people are guided on how to manage on a budget, plan and make suitable choices. This includes tasks such as shopping for their weekly requirements, meal preparation, self-care and travel. As a consequence of developing their independence skills, young people are developing greater self-esteem and confidence in their abilities.

Young people are mostly well settled in this home. They share positive and trusting relationships with staff and have a clear understanding of the expectations and boundaries that exist within the home. Young people are familiar with their individual placement plans and, with staff support, they take part in reviewing these on a regular basis. The home promotes positive behaviour, encouraging young people to identify their own incentives; these can range from small treats such as having a coffee out in town to going to live music events for more important or sustained achievements. Young people appreciate these rewards and enjoy the outings and activities arranged. The home ensures that all young people have identified keyworkers who aim to provide young people with individual time to explore their progress and any issues of concern. Individual sessions with young people are mostly occurring with good frequency and are successful in promoting young people's health, well-being and positive self-esteem. Young people benefit from the regular communication between their keyworkers and their families, organising and supporting contact visits that ensure young people maintain and build their relationships with those that are most important to them.

The home's arrangements for monitoring the quality of care and activity within the home have been strengthened. The Registered Manager maintains his monthly monitoring routine but has also introduced a system of weekly checks to ensure good and consistent progress is being made. The Registered Manager makes good use of the external monitoring arrangements and uses findings from this to inform his action planning. The Registered Manager has successfully provided Ofsted with a Regulation 34 report that suitably takes account of a six-month period of his monitoring activity. It provides good evaluation of his service during that time and highlights areas for further improvement.

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 progress made by the provider since the last full inspection, identifies any further strengths, any areas for improvement and makes judgements as outlined in the *Inspection of children's homes – framework for inspection*.