

Children's homes – Interim inspection

Inspection date	24/01/2017
Unique reference number	SC417031
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	Pathways Care Group Limited
Registered provider address	238a Station Road, Addlestone KT15 2PS

Responsible individual	Colin Farebrother
Registered manager	David Grayson
Inspector	Susan Atkinson-Millmoor

Inspection date	24/01/2017
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 judges that it has improved effectiveness. The young people continue to make good progress from their starting points and benefit from positive, secure relationships with the adults working at the home. Progress has been consistent in a range of areas including educational attendance and a reduction of episodes of going missing. A young person said, 'I am happy here and feel grown up now.' Movements to and from the home are well managed. Three young people have left since the last full inspection. The moves were planned with a variety of outcomes. One young person went home, one moved on to independence and one went on to another placement. All of which matched the proposed outcomes for these young people from their admission. Records clearly demonstrate progress for each young person during their time at the home. This will positively impact on their self-esteem and enable them to develop resilience in the future. The manager is an experienced leader who has addressed the requirements and recommendations of the last inspection fully. An underpinning theme of the last inspection was the amount of daily tasks that the manager carried out himself. He has since been effective in the delegation of tasks to the staff team to develop individual members and free himself up to complete more strategic oversight and policy development. The result is that essential tasks such as reviewing of generic risk assessments are now up to date. Developments in the home since the last inspection have included new doors and windows, which have improved the appearance of the home, as well as the warmth of the building. While there are areas of the home in need of redecoration, a plan is in place to address these. Level 3 training in safeguarding has been undertaken by the whole team and this has led to improved strategies for managing the risks posed on a day-to-day basis. In addition, there have been improvements in the recording of events and incidents, which now give the reader a clearer picture of what has taken place. The impact is that all staff are aware of the issues ongoing within the home, allowing for more consistent practice.	

The use of physical intervention is low within the home. When intervention was necessary, the records were completed fully. However, the manager must add the date of sign off to the record to ensure that his response matches the timescales detailed within the regulation.

The episodes of going missing have greatly reduced and behaviour is managed through positive relationships rather than the use of sanctions. Incentives are used to encourage young people. The number of significant incidents requiring notification has also reduced and young people state that they feel safe.

The manager and staff team work well with other professionals to support young people. A social worker said that the staff team 'really responded in a child-centred way'. The home continues to benefit from the services of a psychologist who attends staff meetings to offer assistance with strategies for managing presenting behaviours.

Information about this children's home

The home may only provide care and accommodation for up to four children who have emotional and/or behavioural difficulties. The home is operated by an independent provider.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/07/2016	Full	Good
12/02/2016	Interim	Sustained effectiveness
03/11/2015	Full	Good
03/03/2015	Interim	Improved effectiveness

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

Recommendations

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

- Any child who has been restrained should be given the opportunity to express their feelings about their experience of the restraint as soon as is practicable, ideally within 24 hours of the restraint incident, taking the age of the child and the circumstances of the restraint into account. In some cases, children may need longer to work through their feelings, so a record that the child has talked about their feelings should be made no longer than 5 days after the incident of restraint (Regulation 35 (3)(c)). In particular, dates should be added to the entries to ensure that the timescales are met. ('Guide to the children's homes regulations including the quality standards', page 50, paragraph 9.60)

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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