

Inspection report for children's home

Unique reference number	SC423442
Inspection date	16/05/2012
Inspector	Monica Hargreaves
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	11/01/2012
--------------------------------	------------

© Crown copyright 2012

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 privately owned home is registered to provide care and accommodation for up to five young people with emotional and/or behavioural difficulties.

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, the overall effectiveness of the home was judged to be satisfactory. Since that inspection, the home has made good progress overall. Developments and improvements made ensure that young people are well cared for and kept safe.

All of the requirements that were made at the last inspection are fully met.

The manager was required to ensure that there is always at least one member of staff on duty who is qualified in first aid. All of the care staff have now completed a course in first aid so they understand how to respond to minor medical emergencies in order to keep young people safe and well.

A requirement was made regarding restraint records. This is met. Any incident of physical restraint is clearly recorded in a volume that is kept specifically for the purpose. The manager regularly checks this record to monitor the practice of staff and ensure that the welfare of young people is protected.

A further requirement was made to ensure that during the staff recruitment process,

any gaps identified on an applicant's employment history are fully checked and recorded. The home's practice has been amended and fully complies with the regulation. The procedures ensure that the suitability of applicants to work with children and young people is thoroughly assessed before they start work.

The manager was required to ensure that risk assessments were put in place for young people in order to reduce or eliminate risk. This is met. Each young person has an assessment plan that identifies their individual risks and vulnerabilities. Plans detail how staff work to lessen risk and keep young people safe. They are regularly reviewed in order to ensure that they are up to date and relevant to young people's changing needs.

Six recommendations were made at the last inspection. These related to young people's placement plans, Staff training and qualifications, management monitoring, the home's Statement of Purpose and development plan and recording of young people's views after restraints. Almost all of these are fully met.

Staff develop in-house care plans for each young person. These are in line with their local authority care plan. Young people understand their plans and contribute to them. Consequently they are fully involved in the decisions that are made about their care. Care plans are regularly monitored and updated to reflect the progress that young people make in the home.

Appropriate training is given to staff to enable them to develop the knowledge and skills they need to care for vulnerable young people. All of the care staff are either qualified to an appropriate level or working towards gaining a relevant qualification. Staff undertake training during their induction and their on-going training needs are identified in supervision.

The manager has reviewed and updated the home's Statement of Purpose and submitted a copy of this to Ofsted. The document now describes the outreach support that is provided to young people outside the home. It confirms that this is managed in a way that does not affect the numbers of staff available to young people in the home and therefore should have no impact on the care that is given to them.

There are robust arrangements in place to monitor the work of the home. The responsible individual, who is also the manager of the home, undertakes regular checks and prepares written reports of the findings. The system provides for consultation with young people, staff and families. Their views are incorporated into reports and contribute to improvements made.

Two recommendations from the last inspection are not fully met. The manager has not yet completed the written development plan for the future of the home. Records of physical intervention do not fully reflect all the discussions that take place with young people after the incident and therefore do not include their views.

Overall, young people continue to make good progress. They do not go missing from

the home; they say that they feel safe and settled and they get on well with staff. There are very few incidents that result in physical intervention and young people generally behave well towards one another and staff. They are regularly consulted about their day-to-day care and longer term care plans and feel that their views are listened to and matter. They attend school on a daily basis which maximises their potential for achievement.

Young people's confidence has improved as a result of the care they have been given and the relationships they have developed with staff. Their sense of identity is promoted through regular contact with their family. Staff welcome relatives into the home and they have been able to help young people to re-establish positive contact with some family members. Young people have also established friendships in their local community and they are encouraged to invite their friends into the home.

Areas for improvement

Recommendations

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

- ensure young people are given the opportunity to discuss incidents of restraint they have been involved in, witnessed or been affected by, with a relevant adult (NMS 3.17)
- ensure the home has a development plan, reviewed annually for the future of the home, either identifying any planned changes in the operation or resources of the service, or confirming the continuation of the home's current operation and resources. (NMS 15.2)

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 (March 2011)*.