

SC424280

Registered provider: Nottingham City Council

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a local authority children's home. The home provides medium- to long-term placements for up to two children or young people who are unable to live with their families.

Inspection dates: 12 to 13 June 2018

Overall experiences and progress of children and young people, taking into account **good**

How well children and young people are helped and protected **good**

The effectiveness of leaders and managers **outstanding**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 19 September 2017

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/09/2017	Full	Good
01/02/2017	Interim	Sustained effectiveness
09/11/2016	Full	Good
09/12/2015	Interim	Improved effectiveness

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

Recommendations

- The registered person should have a workforce plan which can fulfil the workforce-related requirements of regulation 16, schedule 1, paragraphs 19 and 20. ('Guide to the children's homes regulations including the quality standards', page 52, paragraph 10.8)

Inspection judgements

Overall experiences and progress of children and young people: good

This home provides young people with stability and consistency. Predictable daily routines help young people to settle. As a result, they feel secure. This means that they are able to engage positively with staff and other professionals.

Staff work hard to develop positive relationships with young people. As a result of past trauma and loss, sometimes young people demonstrate challenging behaviours. However, staff are resilient and child-focused. They strive to understand the underlying reasons for the behaviour. They persevere, and are effective in building good relationships with young people.

Some young people have previously not attended school. Staff in this home support them to pursue their academic and vocational interests. As a result, educational attendance improves. Attainment is variable, but from their starting points, young people have improved educational outcomes.

Staff are successful in helping young people to develop self-care skills and increased levels of independence. Young people learn skills in line with their age, understanding and ability. This means that they are prepared for their eventual transition to semi-independence.

How well children and young people are helped and protected: good

Managers and staff are highly experienced in managing complex safeguarding issues. Child protection concerns are managed in line with safeguarding procedures. Safeguarding professionals and the police confirm that safeguarding situations, including concerns regarding child sexual exploitation, are well managed.

Since the last inspection, young people have gone missing from the home and have had unauthorised absence from the home. Staff are effective in managing these situations. Over time, incidents of missing from the home reduce for young people.

Behaviour management is very effective. Staff do not use physical intervention to

manage challenging behaviours. They manage negative behaviours by diverting and de-escalating volatile situations. Incentives are used to promote improved behaviours. In this way, young people are rewarded for learning to regulate their behaviours.

Staff have had a broad range of safeguarding training. This includes training in working with child sexual exploitation, sexually harmful behaviours and strength-based safeguarding approaches. This training equips staff with up-to-date knowledge of safeguarding practice. Some safeguarding training is out of date. This has no direct impact on young people. However, a recommendation is set to address this issue.

Recruitment practice is rigorous. Staff records show that safe recruitment practices are used. This protects young people from unsafe adults.

The effectiveness of leaders and managers: outstanding

The registered manager has been registered for this home since 2013. He has excellent knowledge and skills in residential child care. He is also the registered manager for one other home.

The registered manager and the assistant manager are a highly effective team. They continue to excel in their approach to provide high-quality childcare. They have high expectations of the staff team and are excellent role models.

Managers have an in-depth understanding about young people, their needs, risks and progress. They are aspirational for young people. They put in place clear plans to enable young people to achieve their potential.

Managers understand the strengths and weaknesses of the home. They have a comprehensive development plan in place, which demonstrates an ambitious vision for the home.

Partnership arrangements are highly positive. Professionals report high levels of satisfaction and say managers and staff communicate very well.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and 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 whom it is trying to help, protect and look after.

Using the 'Social care common inspection framework', this inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, 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'.

Children's home details

Unique reference number: SC424280

Provision sub-type: Children's home

Registered provider: Nottingham City Council

Registered provider address: Loxley House, Station Street, Nottingham, Nottingham NG2 3NG

Responsible individual: Kay Sutt

Registered manager: Marcel Reid

Inspector

Amanda Ellis, social care regulatory inspector

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