

Inspection report for children's home

Unique reference number	SC453372
Inspector	Nicholas Murphy
Type of inspection	Interim
Provision subtype	Children's home

Registered manager	Gary Robert Snaith
Date of last inspection	11/06/2014

Inspection date	25/03/2015
Previous inspection	good
Enforcement action since last inspection	there has been no enforcement action since the last inspection

This inspection

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

Outcomes for young people are excellent. Most have made outstanding progress at school. Attendance is near 100%, with young people achieving at or above their predicted levels of attainment. Some young people have struggled with mainstream education and are awaiting alternative provision. Nevertheless, they engage well in a structured programme of education provided by staff within the home.

Young people are in excellent health. They attend all necessary appointments to keep themselves well. Some also make positive use of services to address their emotional well-being. Young people have made significant progress in developing greater maturity and resilience. One said, 'I have improved a lot, I open up more to staff and talk about things that make me upset.' Older young people are being supported to become more independent and self-reliant. They have greater freedom to associate with friends outside the home and make their own choices about how they use their leisure time. Staff are particularly effective in encouraging and supporting all young people to enjoy activities within the community.

Relationships between staff and young people are excellent. Young people value the individual attention that staff provide and they enjoy going out together on social occasions. For example, there are regular outings to local restaurants. Staff are highly aware of young people's needs and vulnerabilities. Care plans are robust and discussed with the young people themselves. Staff advocate for young people and promote their welfare effectively. One young person said, 'I've started having contact with my family. This wouldn't have happened if staff hadn't pushed and pushed for it.' Staff allow young people to make informed choices, consistent with keeping them safe. Young people generally behave very well, and the need to use physical restraint has reduced significantly. There have been no incidents of young people going missing from the home for some time.

The Registered Manager has addressed most of the statutory requirements and recommendations from the last inspection, resulting in a number of improvements. Notably, actions and decisions arising from looked after reviews are now promptly recorded on young people's files. This ensures that all staff are aware of any changes to the care plan. Also, staff have received bullying training. This has improved staff's understanding and awareness of the issue and how to respond to it if necessary.

However, one requirement and one recommendation have not been addressed and so have been repeated. These are in relation to the home's Statement of Purpose and the Registered Manager's evaluation of the staff learning programme. In addition, there are several other shortfalls in leadership and management. These do not significantly impact on the welfare of young people but detract from the otherwise excellent performance of the home. Vetting checks on staff do not always demonstrate that an individual's employment record has been scrutinised. Where an applicant's history raises concerns, there is no consistent recording of how this is explored or of how decisions on appointment are made. These failings reduce confidence in the recruitment process. Furthermore, confidential staff records are not kept securely and do not comply with data protection good practice.

Information about this children's home

The home provides care and accommodation for up to three children who may have emotional and/or behavioural difficulties. The home is owned and operated by a private provider.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/06/2014	Full	good
03/03/2014	Interim	good progress
12/12/2013	Full	adequate
17/10/2013	Full	inadequate

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
5 (2001)	notify HMCI of any revision to the Statement of Purpose within 28 days (Regulation 5(a) and (b))	24/04/2015
26 (2001)	ensure that no person works in the children's home unless they are fit to do so, specifically that all required information is available prior to employment. (Regulation 26(3)(d)(Schedule 2))	24/04/2015

Recommendations

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

- ensure that the learning and development programme is evaluated for effectiveness at least annually and if necessary is updated (NMS 18.2)

- ensure that CRB (DBS) disclosure information is kept in secure conditions (NMS 16.4)
- keep a record of how decisions are reached as to who is to be appointed in the light of any criminal convictions or other concerns that are declared or discovered during the recruitment process. (NMS 16.5)

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.