

## Children's homes - interim inspection

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| <b>Inspection date</b>           | <b>14/12/2015</b>                                                                                                         |
| <b>Unique reference number</b>   | <b>SC471581</b>                                                                                                           |
| <b>Type of inspection</b>        | <b>Interim</b>                                                                                                            |
| <b>Provision subtype</b>         | <b>Children's home</b>                                                                                                    |
| <b>Registered person</b>         | <b>Albrighton Care Ltd</b>                                                                                                |
| <b>Registered person address</b> | <b>Newmarket Suite 16, Centrix<br/>Keys Business Village, Keys<br/>Park Road, Hednesford,<br/>Staffordshire, WS12 2HA</b> |

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|-------------------------------|------------------------|
| <b>Responsible individual</b> | <b>Darren Smallman</b> |
| <b>Registered manager</b>     | <b>Vacant Manager</b>  |
| <b>Inspector</b>              | <b>Rachel Britten</b>  |

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| <b>Inspection date</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>14/12/2015</b>              |
| <b>Previous inspection judgement</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>sustained effectiveness</b> |
| <b>Enforcement action since last inspection</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>None</b>                    |
| <b>This inspection</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                |
| <p><b>The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection</b></p> <p>This home was judged <b>Adequate</b> at the last full inspection. At this interim inspection the home was '<b>not judged</b>'.</p> <p>The home is not judged at this inspection because no children or young people have lived here since August 2015. Two young people have lived in the home during the ten months since the last inspection on 23 February 2015, but for a total of only 18 days. One young person moved on 6 March 2015. He went on a planned basis, together with the whole staff team, to the organisation's other, newly registered home. He is making outstanding progress and staff have made an excellent contribution to this.</p> <p>From 6 March to August 2015 the home was empty of children and staff. The house was re-decorated and a bath fitted, so that children and young people may now use a bath or a shower as they prefer. This benefitted the young person here for a week in August as baths helped him stay calm. The registered manager also took good action on all the recommendations made at the interim inspection. For example, she carefully re-considered the reasons for moving the young person to the other home in March, ensuring that the young person's own wishes and feelings were central to the decision to move. She ensured that her staff, although now working in the other home, really focused on writing records in a way that the young person can really understand. She wrote in her manager review report: 'I have more knowledge about attachment disorders and I have learnt to be more analytical of things. I am more pushy for therapy and advocacy: I think 'child', not 'adult', all the time.'</p> <p>In June 2015 the registered manager resigned and the registered individual began to consider whether his registered manager at the second home should become the manager of both homes. The registered individual also took action during this period to address recommendations made at the last inspection. For example, he appointed a new monthly visitor to the home who has focused on seeing and developing a relationship with children and young people, relatives and staff. The new visitor's skills and knowledge have also been pivotal in helping the manager and staff learn how to improve care quality and preparation for placements. The visitor has encouraged managers to re-establish a staff team where there are sufficient trained persons to provide good shift leadership and inspire creative,</p> |                                |

insightful care. This means that as well as meeting the recommendations made at the last inspection, the home is now well set to admit children and young people.

A second young person came to the home for one week in August 2015. The registered individual and the manager from the sister home oversaw the admission. The care plan was to provide a few days care in the home before a period away for a residential mental health assessment. The young person was then to return with suitable medication and a potential long term placement in the home. However, the establishment who provided the residential mental health assessment, decided when they visited and met the young person, that the criteria for their assessment places were not met. At the same time, staff found that they could not meet the complexity and intensity of the young person's mental health and challenging behaviour needs. They were being assaulted and had too little outdoor and sensory space to meet his needs. They therefore worked swiftly with the local authority to identify a more appropriate placement. Subsequently, the registered individual and registered manager from the other home have implemented training for all staff to level two in mental health awareness. This has improved the skills and confidence of staff. Managers have also decided that referral information must be more skilfully obtained and weighed up, including spending time with the child or young person. This will help ensure that inappropriate placements are not taken in future.

The home continues to prioritise the safeguarding of children and young people. The registered individual keeps up to date with current debate in the sector about child protection and demonstrates that he knows the children's homes quality standards. He has ongoing discussions with managers, staff and care providers about the appropriateness of using measures which protect children and young people, but also potentially deprive them of their rights to liberty. The home has CCTV to the front and rear entrances, and buzzers to alert staff to the use of the front and back doors. There are also bedroom door alarms. Any and all of these measures are only used if individual child and young people's risk assessments show that these are essential to safeguard them and promote their welfare

In December 2015, the manager of the organisation's second home applied to Ofsted to manage this home. Her application is currently being considered by Ofsted and was explored during this inspection. The registered individual and the manager have created a deputy manager position to ensure that there is suitable cover when the manager is not on the premises. They have ensured that there is a full staff team that comprises a number of staff who are no longer in probation and who have good experience and skills in working with children and young people with learning disabilities. This meets the fourth and final recommendation made at the last inspection.

The environment, staff and managers are ready and equipped to take a new child or young person with learning disabilities. No requirements or recommendations are made at this inspection.

## Information about this children's home

This children's home is operated by a small limited company and can accommodate and provide care for up to two children and young people with learning disabilities.

## Recent inspection history

| Inspection date | Inspection type   | Inspection judgement    |
|-----------------|-------------------|-------------------------|
| 23/02/2015      | CH - Interim      | Sustained effectiveness |
| 01/07/2014      | CH - Full         | Adequate                |
| 29/11/2013      | CH - Registration | Not applicable          |

## **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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