

Children's homes - interim inspection

Inspection date	05/02/2016
Unique reference number	SC483688
Type of inspection	Interim
Provision subtype	Children's home
Registered person	ROC Northwest Limited
Registered person address	Heyes House, 41 Silverdale Road, Arnsdale, CARNFORTH, Lancashire, LA5 0AL

Responsible individual	Hilary Waterhouse
Registered manager	Gary Skidmore
Inspector	Mandy Williams

Inspection date	05/02/2016
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 last full inspection. At this interim inspection Ofsted judge that it has improved effectiveness. There is a suitably qualified and experienced Registered Manager in charge of the home. He has managed the home since April 2015, completing Ofsted's registration process in July 2015. A deputy manager is in place to support him. They both have a qualification in leadership and management. Together, they demonstrate a commitment to drive forward improvement and a desire to improve the life chances of the young people who live here.	

Two requirements were made at the last full inspection of the home in May 2015. Improvements in the leadership and management of the home have ensured the satisfactory completion of the issues identified.

The Registered Manager has successfully stabilised the turnover of staff and there have been minimal changes since the last inspection. Consequently, there is now a stable consistent stable staff team caring for young people. This continuity enables young people to develop meaningful and trusting relationships with staff. Such positive relationships were evident during the inspection. Similarly, staff morale has improved considerably and staff feel supported by their immediate managers. They are now receiving regular supervision to support them in their role. In addition, staff who require them have had a formal appraisal, to review their progress and identify their on-going developmental needs. Staff are positive about the training opportunities made available to them.

In addition, two recommendations were made at the last inspection. The quality of the home's impact risk assessments has improved. These now clearly indicate the potential impact of a new resident, on the young people who are already residing in the home. This ensures that staff are alert to potential areas of conflict and can make suitable adjustments while the young people adjust to living together. In addition, young people's individual risk assessments indicate that previous behaviours have been taken into consideration when assessing the current degree of risk.

However, despite the improvements in risk assessments highlighted above, a further issue was identified at this inspection. A young person's risk assessment had received update following an incident, but only in one area, when in reality the incident applied to a number of areas subject to a risk assessment. Hence, this resulted in the need for staff to make their own connections regarding the need to increase their level of vigilance in other areas. Similarly, the incident had not resulted in a review of the level of risk, despite a recent incident. In addition, the current procedure for informing staff of changes made is ineffective, as the majority of staff had not signed the update report and other communication systems used in the home did not adequately alert staff to the changes. Potentially, this could result in inconsistent care and could cause conflict within the home.

A number of young people have been successfully admitted to the home since the last inspection. Relationships between the young people are largely positive and they often choose to engage in activities with each other. A specific staff member takes responsibility for identifying new leisure opportunities for the young people. Examples include, hill walking, kayaking and archery. Consequently, young people's confidence in trying new things is improving.

The Registered Manager has now had time to implement his own development plan for the home. This is targeted and includes improvements to the home, as

well as training opportunities for staff and issues pertinent to the young people. This is subject to regular review and demonstrates that the issues identified help to drive forward improvement. For example, the young people enjoyed a holiday to the Lake District over the Summer and there have been further additions to the farm that is based on site.

Consultation with stakeholders is also used to aid improvement and positive relationships exist. Feedback has been positive. Comments include; 'X appears happy and settled here. He has a good rapport with staff;' 'Staff are helpful and accommodating;' and 'Staff are helpful, young people are polite and respectful. They seem relaxed and comfortable in the home'.

Information about this children's home

The home is registered to accommodate up to six young people with emotional and/or behavioural difficulties and learning disabilities. The home provides accommodation for up to five young people in the main building and one young person in a separate annex. The home is owned by a private organisation.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/05/2015	CH - Full	Good

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(s):

- ensure that staff continually and actively assess the risks to each child and the arrangements in place to protect them; specifically that each risk assessment is updated as required and that staff are made aware of these changes in a timely fashion. (The Guide para. 9.5)

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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