

SC486479

Registered provider: Priory Education Services Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is operated by a private organisation. It provides care and accommodation for up to five children. Its statement of purpose states that children accommodated have complex needs, which may include autism spectrum disorders and complex associated difficulties.

The manager has been registered with Ofsted since March 2019.

Inspection dates: 16 to 17 May 2019

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 **good**

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

Date of last inspection: 2 August 2018

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
02/08/2018	Full	Requires improvement to be good
26/09/2017	Full	Outstanding
26/07/2016	Interim	Sustained effectiveness
01/12/2015	Full	Good

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

Recommendations

- The registered person should only accept placements for children where they are satisfied that the home can respond effectively to the child's assessed needs as recorded in the child's relevant plans and where they have fully considered the impact the placement will have on the existing group of children. ('Guide to the children's homes regulations including the quality standards', page 56, paragraph 11.4)
- Staff should continually and actively assess the risks to each child and the arrangements in place to protect them. ('Guide to the children's homes regulations including the quality standards', page 42, paragraph 9.5)

Inspection judgements

Overall experiences and progress of children and young people: good

Children live in a safe and welcoming home where staff provide them with close support to help them develop. Children experience warmth and attentiveness from staff, who understand their complex needs. They enjoy excellent relationships with staff, whose individualised and compassionate approach helps children to manage their emotions.

Staff have created an environment in which children are making progress in developing their independence skills at a pace and level appropriate to their stage of development.

Thoughtful and sensitive planning by staff for children moving in and moving on benefits children. A collaborative approach between the staff and new carers and a gradual transition helps children to adjust well to the move. Admissions impact risk assessments comprehensively identify the child's needs and the support required from staff, but they do not demonstrate that managers have considered the impact of the new child on the group of children living at the home.

Children's views are important to staff and they are proactive in ensuring that children who have difficulty communicating know that their opinions are important. Complaints from children are taken seriously and are responded to appropriately. Children put forward suggestions for activities that they would like to do, which staff arrange and the children benefit from. Some children attend theatre clubs in the community and are proud of their achievements performing in front of audiences, which increases their self-confidence, their self-esteem and provides opportunities to have fun and enjoyment.

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

Detailed support plans and risk assessments clearly identify children's complex needs,

which include autism spectrum disorder and associated difficulties and learning disabilities. Staff provide the children with high levels of individual support and supervision to advance their development and to keep them safe. Support plans and risk assessments provide the staff with specific guidance to meet each child's individual needs. In general, these are current and regularly updated, but one child's risk assessment does not accurately reflect his development in relation to independent travel.

Staff apply sensitive and thoughtful behaviour management strategies. Physical help to keep children and others safe is used as a last resort. Staff know the children very well. They provide close supervision and are alert to changes in children's behaviour. They are skilled at supporting children who are becoming anxious or distressed, employing calming and distraction techniques to prevent their behaviour escalating.

Staff understand the importance of helping children to develop their independence. Consequently, children have opportunities to build their confidence and social awareness.

Safeguarding children is a priority for managers and all staff. There is a continuous focus on this through safeguarding audits and training for staff, with re-enforcement in staff meetings and supervision. Specific safeguarding concerns relating to individual children are robustly considered and appropriate action is taken.

The effectiveness of leaders and managers: good

Management changes since the last inspection have had a positive impact on the home. The registered manager, supported by an experienced deputy manager, has addressed previous shortfalls and leads a stable staff team. Staff are responding to his focus on developing and empowering staff and appreciate the support that he provides. Staff morale has improved, and one member of staff commented, 'It is [a] happy home.'

Managers and staff know the children very well and have a strong belief in supporting the children to achieve and reach their full potential. Managers are knowledgeable and provide strong leadership so that staff have clear expectations of what is required of them to help children develop.

Training is comprehensive and supervision for staff is regular, with a focus on improving staff practice, addressing the specific needs of children and improving their experience living in the home. Development targets for staff emphasise the continuing drive for improvement.

Systematic monitoring of the home by managers and the external visitor is thorough and promotes a culture of continuous improvement. Children's records have improved and are now well organised, clearly identify their individual needs and provide staff with clear guidance for support. The requirements and recommendations made at the previous inspection have been met.

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: SC486479

Provision sub-type: Children's home

Registered provider: Priory Education Services Limited

Registered provider address: Fifth Floor, 80 Hammersmith Road, London W14 8UD

Responsible individual: Hannah Cox

Registered manager: Craig Brown

Inspector

Jan Hunnam: social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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E: enquiries@ofsted.gov.uk
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