

# Chaigeley Educational Foundation

Inspection report for residential special school

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<b>Inspector</b>	Michelle Moss
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<b>Date of last inspection</b>	16 October 2008

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## 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.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcome for children set out in the Children Act 2004 and relevant National Minimum Standards for the establishment.

## The inspection judgements and what they mean

Outstanding:	this aspect of the provision is of exceptionally high quality
Good:	this aspect of the provision is strong
Satisfactory:	this aspect of the provision is sound
Inadequate:	this aspect of the provision is not good enough

## **Service information**

### **Brief description of the service**

Chaigeley School is a non-maintained school that caters for boys between the ages of eight and 16 years who have emotional, social and behavioural difficulties. The school has residential provision for a maximum of 24 students on a weekly, term-time only basis and a small weekend provision. The school is part of the Chaigeley Education Foundation which is a registered charity.

The school consists of a number of one and two-storey buildings set in their own grounds. The residential provision is on the first and second floors of the main building and consists of three units for juniors, intermediates and senior boys.

A number of young people were met and consulted as part of the inspection.

### **Summary**

This was a full inspection that was conducted announced. All key standards were assessed to form a judgement on the provision of care.

Outcomes for young people are outstanding in nearly all aspects of care, with the majority of key standards exceeding the national minimum standards. This results in young people having high quality care where personal growth, well-being and development is enhanced. All previous recommendations have been addressed and there are only two minor areas for improvement resulting from this inspection. These relate to making further improvements in the depth of recording in the care plans and risk assessments to continue the splendid work already achieved in promoting the health, welfare and safety of young people.

The overall quality rating is outstanding.

This is an overview of what the inspector found during the inspection.

### **Improvements since the last inspection**

There is continual approach within the school to drive forward improvement and this has been effectively applied in addressing previously raised recommendations. This has meant young people now have a staff team supporting them that are all first aid trained. Also, consent forms from families are updated to reflect changes in young people's health needs. More robust and auditable records are made for physical interventions and sanctions. These improvements provide greater transparency in the management of behaviour, including young people being able to express their views in the records made by staff. This provides them with increased opportunities to practice their rights through having their views known.

### **Helping children to be healthy**

The provision is outstanding.

The promotion of young people's health is excellent. This includes a well established system for the care of medicines and staff actively encouraging young people to take an interest in looking after their own health. This extends to promoting healthy ways of living and personal hygiene. There are detailed records that help to inform staff about the health needs of young people. These are effectively used by staff to aid them to be informed about the health needs of young people.

Young people have access to a designated medical co-ordinator, whose specific responsibilities is to promote their health. Strong links are established with specialist health workers to secure the physical and emotional well-being of young people.

There is clear understanding around respecting cultural identity and diverse needs through the provision and preparation of meals. The meals provided to young people show that staff have a very good understanding of what makes up a good balanced diet. The menu planning is adventurous, integrating culturally appropriate food and encouraging young people to try new dishes.

### **Protecting children from harm or neglect and helping them stay safe**

The provision is outstanding.

The staff team show a very high regard for the privacy of young people and maintain appropriate levels of confidentiality in regards in information handled about young people.

Young people have access to a highly developed and clear complaints procedure. Staff take a professional and knowledgeable approach to safeguarding. This includes receiving training and having very clear procedures. Young people are protected from bullying through the effective surveillance undertaken by staff monitoring young people's welfare. There is information available to young people that helps them appreciate the emotional and physical impact bullying can have and how help can be obtained. This zero tolerance towards bullying enhances the protection of young people. A further improvement to increase the effectiveness of countering bullying, extends to having an additional risk assessment that specifically looks at the times, places and circumstances where the risks of bullying is known to be greatest. This would increase the anti-bullying practices that are already in place and, in turn, increase the protection for young people.

When young people are absent without authority the staff are responsive in going out and looking for young people to secure their safe return. Where risks and increased vulnerabilities are known, individual risk assessments are developed that set out detailed action that should be taken. This additional safeguard enhances the protection of young people.

The staff team base their management of behaviour on an active encouragement of what is socially acceptable. Young people are seen by staff in a very positive light. The use of sanctions and restraints are minimal and always appropriately recorded. Young people are encouraged to add their comments to the records made by staff. This enhances young people's abilities to practice their rights. The staff set clear understood boundaries, whilst still maintaining a high quality relationship between them and the young people. There are regular health and safety audits undertaken of the premises and the grounds. Also, aspects of fire safety are rigorously applied through the school. This includes staff training, frequent testing and having clear action plans in place. Risk assessments are completed and take into account young people's behaviour and demonstrate how aspects of de-escalation are actively used in the promotion of welfare.

The vetting of staff and monitoring of visitors is thorough. For example, the school has undertaken an in-depth verification process for all references and employment history. Also, identification of all visitors is checked. This rigorous process ensures young people are protected from potential abusers.

## **Helping children achieve well and enjoy what they do**

The provision is outstanding.

The young people are supported by staff members that take a positive approach towards their education. There is excellent communication established between school and the residential provision to enable the 24 hour curriculum to be a strong feature in the provision of care. The placement plan is very detailed in describing a young person's educational needs, which in turn helps the staff to meet these needs as part of day-to-day life at the school. There is some terrific life skills work undertaken with young people to encourage and support their preparation for adulthood. Young people have a voice through the different forums within school and in the residential provision. This secures equal consultation on decisions that effect young people's future learning and care.

Young people enjoy a broad range of activities available on and off site that help them acquire skills and pursue hobbies that positively challenge personal growth and development. These extend to encouraging personal interests, meeting religious and cultural needs. There is a wonderful approach that enables young people to form friendships outside of school. The young people relish these opportunities, and the staff team are highly committed in their support of young people's community engagement, whilst still ensuring support and guidance is secured.

## **Helping children make a positive contribution**

The provision is good.

There is warmth within the relationship between the young people and staff that is built on mutual respect. Young people report feeling well supported by staff. Young people have a placement plan that is drawn together from care plans, risk assessments and daily care records providing a good overview of individual needs. These are detailed to capture young people's learning and welfare. However, providing clear instructions on the administration of any medication is not given to same level of detail. This restricts staff being fully aware of the prescribing doctor's instruction on how and when to administer the medication, especially when the instruction is 'as and when required'. This slightly reduces staff being adequately informed on all aspects of health in securing the well-being of young people.

## **Achieving economic wellbeing**

The provision is good.

Considerable effort is made by staff and young people to make the residential accommodation as homely as possible. It is recognised there are some restrictions based on the age of the building. However, young people maximise all the benefits of the residential provision to enhance their life skills and secure enjoyment. The school are promoting good standards of personal and food hygiene that is also present in the residential provision.

## **Organisation**

The organisation is outstanding.

Young people are supported by a dedicated and stable staff team. The staff team are very comfortable with their roles and responsibilities and deploy them respectfully in the interest of young people's welfare. There is an excellent rapport established between young people and staff that allows for professional trust and friendship to be embedded into day-to-day

care. Young people are overall happy with their care and do not believe there is anything that staff could do better. The deployment of staff is highly effective to meet the needs of young people.

Young people are supported by a team of staff that receive excellent training opportunities to enhance their skills and knowledge. Also, staff members receive regular supervision that enables them to receive guidance and support to sustain professional development. There is an excellent internal self evaluation that helps to enhance the quality of care for young people. Young people are able to see governors and express their views and opinions about life at the school. The governor report provides a critical friend in the school's improvement and helps to effectively enhance the welfare of young people.

The promotion of equality and diversity is outstanding through the exceptional contribution the school makes towards meeting young people diverse care and learning needs. This stems from the well established staff team that provides young people with continuity of care and learning support. This significantly helps in securing young people's attainment and in helping them to reach their full potential.

Young people and their families are provided with information that enables them to be well informed about the residential provision. The design of the information for young people is in a style that captures the important things young people need to know about their residential stays at the school. By sharing information in this way helps young people to be well informed about the things that are important to them.

## What must be done to secure future improvement?

### Statutory requirements

This section sets out the actions, which must be taken so that the registered person meets the Care Standards Act 2000, and the National Minimum Standards. The Registered Provider must comply with the given timescales.

Standard	Action	Due date
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### Recommendations

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

- provide clear instructions within the placement plan on the administration of any medication required to be given to a young person whilst at the school (NMS 17.5)
- carry out risk assessments of the times, places and circumstances in which the risk of bullying is greatest. (NMS 6.5)