

Inspection report for children's home

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Inspection date	9 December 2009
Inspector	Helen Walker
Type of Inspection	Random

Date of last inspection	9 July 2009
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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

This home is registered to provide care and accommodation for up to six young people of either gender, aged from four years to 17 years old. The home accommodates children with physical disabilities and complex health needs.

The property is a single storey building attached to a day nursery provision. It is situated in a residential area of a town. The home provides young people with individual bedrooms, a communal lounge with dining area, bathrooms and a kitchen. A room situated off the lounge is the staff office. An enclosed garden area is to the front of the home. The home is situated close to local amenities. Access to the local shops and leisure facilities is dependant upon adequate staffing and the availability of transport.

Four young people currently live in the home and one young person was present throughout the visit. The inspector observed the care given and talked to the young person.

Summary

The purpose of this unannounced interim inspection was to follow up on an action and two recommendations made at the last inspection and to assess key standards under the outcome area of staying safe.

The home continues to provide a good level of care to young people. The action and recommendations made at the last inspection are commented on in the improvement section of this report.

Staff take all reasonable steps to keep young people safe from harm. Staff have safeguarding training which helps them to protect and promote the welfare of young people. Young people are looked after in an environment that promotes their safety and wellbeing. There are systems in the home to ensure effective practice to promote the welfare of the young people.

The overall quality rating is good.

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

Improvements since the last inspection

At the last inspection an action and two recommendations were made. These were in relation to staff qualification, for the result of all statutory reviews to be recorded on the young person's file and that certificates relevant to staff training are held in the home.

An ongoing programme is in place for staff to achieve the relevant childcare qualification to support them in their work with the young people. Statutory review outcomes are now recorded on young people's files so that staff are aware of changes to individual placement plans. Staff training certificates are kept on staff files in the home to evidence training undertaken and completed.

Helping children to be healthy

The provision is not judged.

Protecting children from harm or neglect and helping them stay safe

The provision is good.

Good systems are in place, to ensure young people's privacy, dignity and confidentiality is respected in the home, for example, young people have their own bedroom and their personal files are kept securely in the home.

There have been no complaints in the period since the last inspection. Staff have a good awareness about how the young people express their feelings, which assists them to establish the needs of the young people. It is evident that staff take a proactive approach to ensure young people, despite their limited communication abilities, are listened to. Additionally young people also have contact with specific key-workers in the home and with other professionals, in health and education.

Bullying is not an issue and no young people have been missing from the home. Staffing levels provide young people with supervision appropriate to their individual needs, which minimises the risk of young people going missing from the home, as well as protecting them from bullying

Staff take all reasonable steps to keep young people safe from harm. Staff have safeguarding training which helps them to protect and promote the welfare of young people. Information from the Local Safeguarding Children Board in respect of protecting young people is readily available to staff in the home.

Young people's good behaviour is actively encouraged. Staff know and follow young people's care management plans and individual risk assessments to respond to and manage behaviour positively. The home has a 'no restraints' policy with staff trained in the use of de-escalation techniques.

Young people are looked after in an environment that promotes their safety and wellbeing. Equipment and installations are serviced as required to ensure they are safe to use in the home. Management contact with the local fire authority department confirms fire risk assessments are appropriate and that fire evacuation procedures are relevant to the home.

Clear and robust staff recruitment and selection procedures ensure that all staff are properly vetted before they start work at the home.

Helping children achieve well and enjoy what they do

The provision is not judged.

Helping children make a positive contribution

The provision is not judged.

Achieving economic wellbeing

The provision is not judged.

Organisation

The organisation is good.

In order to help staff in their understanding of caring for the young people there is a rolling programme of training, to enable them to obtain a National Vocational Qualification (NVQ) at

level 3. Certificates to evidence staff completion of relevant training, such as, the use of hoists, is now kept on their individual files in the home.

Records are kept of the young people's individual history and progress. These are in good order and contain the outcomes from young people's review meetings which assists staff to ensure placement plans are updated.

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, The Children's Homes Regulations 2001 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):

- ensure a minimum of 80% of care staff have the appropriate NVQ at level 3 care award or equivalent qualification. (NMS 29.5)