

Inspection report for children's home

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<b>Unique reference number</b>	SC060758
<b>Inspection date</b>	22 January 2010
<b>Inspector</b>	Wendy Anderson
<b>Type of Inspection</b>	Random

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<b>Date of last inspection</b>	4 September 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**

The home provides high quality care and accommodation for up to five young people between the ages of 11 and 17 years.

This home comprises of a large house set in extensive gardens, on the edge of a rural village. The house is divided into two sections. There are three gables which can house two young people. At present this side is used for the more vulnerable young people. The other side of the house can accommodate three young people. There are a number of outbuildings providing a school, gym, workshop facilities, and offices for the company. The home caters for young people with complex behavioural needs, and historically has accepted young people who might have otherwise been in secure accommodation, but it is not itself a secure provision. The home has also moved into taking young people on the autism and aspersers spectrum.

At the time of the inspection there were four young people in residence.

### **Summary**

This was an unannounced random inspection which focused only on the key standards under staying safe. The home is very young person focused and there is a great emphasis on individualised care. All staff including the manager and directors are dedicated to providing consistent and high quality care for those young people placed within a stable environment. There is a high staff to young person ratio so that the home can deliver the work required with the individuals placed at the home. This home is an outstanding example of child care. There are no actions or recommendations following this inspection.

The overall quality rating is outstanding.

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

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

The home maintains the highest standard of child care for the young people placed in their care. There is continual review and updating of policies and procedures to ensure that this standard is maintained. Staff training and development is seen as vital by the home's management to ensure that their staff team is professional and more than able to meet the needs of the young people in their care.

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

The provision is not judged.

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

The provision is outstanding.

The home has robust systems in place to safeguard young people. This includes appropriate complaints, child protection, anti bullying, absent without authority, behaviour management and staff recruitment.

The home's policy on young people's privacy is detailed and provides staff with clear guidelines. Young people's privacy is respected and information on young people is securely stored. The home's policy on confidentiality is comprehensive and known to all staff. Privacy extends to

bathrooms and toilets, which are of a very good standard and in decorative order. Any restrictions on anyone young people may have or not have contact with, are clearly detailed in their individual files and this information is frequently reviewed and updated. Staff are knowledgeable of any restrictions.

The home has an appropriate complaint policy and procedure. The complaint procedure does have timescales set for each stage. There have been no complaints since the last inspection. The young people's guide contains clear information on how to make a complaint. Part of the key workers remit is to remind young people of the complaints process and this is also discussed at young people's meetings.

The current child protection policies and procedures are robust and have been written in consultation with the Local Safeguarding Children Board. Child protection training is provided to all staff and including regular updates. This training forms part of the thorough induction of staff which is carried out before they begin working at the home. The manager has attended training with the Local Safeguarding Children Board which they then cascaded to the rest of the staff team. The home has a lone working policy which details that lone working will only occur where a risk assessment indicates that this would be safe and at the discretion of the management. These robust policies and procedure ensure that young people's welfare is safeguarded.

There is a clear anti bullying policy which works with both the victim and the bully. The policy includes information that to work effectively with bullying they have developed a 'partnership' for working with young people, parents, staff, teachers and social workers. This policy is cross referenced with the guidelines and procedures for dealing with racist incidents.

The home has clear policy and procedure for young people who are absent without authority including the importance of holding a debriefing session with the young person. The policy states the actions staff must undertake if this situation occurs. Each young person has a risk assessment which details their level of vulnerability and the timescales for contacting the police. The local police have been involved in the development of these policies and procedures. In addition there is an appropriate policy and procedure for notifying the required authorities of significant events within the required timescales.

Young people's behaviour at the home is very well managed. The home has an excellent behaviour policy which is well known to all staff. The home is very proactive at developing and adapting its behavioural management systems. The basis for their work is applied behavioural analysis and verbal behavioural systems. Within this there is an emphasis on positive staff relationships and reinforcement of positive behaviours. There is a bonus/merit system in place which works well. The home works on one incident, one sanction premise and that 'every day is a new day' enabling young people to have fresh starts. All sanctions given to young people are revisited at staff meetings to evaluate the effectiveness and possible alternatives to try in the future. The home's sanction, restraint logs and records contain all the required information. The home uses specific nationally recognised restraint training for its staff; two of the members of staff at the home have been trained as restraint trainers. They provide training for the whole staff team and this is updated every three weeks. This can be more frequent if the staff request it or the manager identifies a need for this. There is a five day refresher training for the trainers every year. The focus of the staff is to have an in-depth knowledge of the young people, the use of thorough risk assessment, the identification of potential triggers and diversion techniques.

The risk assessments for individual young people's behaviours are extremely good. These are reviewed and updated in the light of incidents and/or behavioural changes.

The home has an excellent comprehensive risk assessment procedure which covers the building, the grounds, health and safety, control of substances hazardous to health (COSHH) and activities. COSHH products are stored securely. The risk assessments for the young people's activities also include copies of the insurance cover for those organisations providing the activity. The young people's individual risk assessments are exceptionally detailed and are frequently reviewed and updated. The home has a hardwired fire alarm system linked to the automatic fire door closures. The home carries out the appropriate checks on the fire system and equipment. Fire drills happen regularly and young people are clear about what they have to do if the alarm sounds. Visitors are provided with a fire briefing when they arrive on site.

The home has a robust recruitment procedure for all staff and any other adults who may spend time with the young people such as advocates or anyone the young people have overnight stays or holidays with. The two staff files inspected contained all the information required. The home also requests additional information to ensure the highest quality staff are appointed.

### **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 not judged.

## **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 Childrens 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**

There are no recommendations.