

Inspection report for children's home

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<b>Unique reference number</b>	SC020133
<b>Inspection date</b>	23/01/2012
<b>Inspector</b>	Rachel Ruth Britten
<b>Type of inspection</b>	Interim
<b>Provision subtype</b>	Children's home

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<b>Date of last inspection</b>	12/08/2011
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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 to assess the effectiveness of the service and to consider how well it complies with the relevant regulations and meets the national minimum standards.

The report details the progress made by the provider since the last full inspection, identifies any further strengths, any areas for improvement and makes judgements as outlined in the *Inspection of children's homes – framework for inspection (March 2011)*.

### The inspection judgements and what they mean

<b>Good progress</b>	The children's home has demonstrated continued improvement in quality of care and outcomes for children and young people and where appropriate has addressed all requirements and the large majority of recommendations that were raised at the previous inspection.
<b>Satisfactory progress</b>	The children's home has maintained quality of care and outcomes for children and young people and where appropriate has addressed all requirements and the majority of recommendations that were raised at the previous inspection.
<b>Inadequate progress</b>	The children's home has failed to address one or more requirements and/or has not met the majority of recommendations and/or the quality of care and outcomes for children and young people have declined since the last full inspection.

## Service information

### Brief description of the service

The home is run by a private organisation and is registered for eight young people. It provides assessment and care for children or young people with severe emotional and behavioural difficulties. Education is provided 365 days a year, both on site and through camps and outdoor activities.

### Progress

Since their previous inspection the service is judged to be making **satisfactory** progress.

The children's home has maintained quality of care and the outcomes for young people remain outstanding. This has been achieved through continuing high quality, skilled, coordinated care from a stable and well-qualified staff group. The home has adequately addressed the recommendations raised at the last inspection, although there is scope to develop and achieve better practice in the use of some procedures and records. The manager has continued to complete regular monitoring and six monthly reviewing of the home. However, there is little effective consultation with young people, social workers and parents taking place. Manager-monitoring activities are not helping managers to identify clear areas for ongoing improvements. Furthermore, the home does not yet have a written developmental plan for the year.

The home continues to provide young people with excellent care. This has been achieved because the stable, well-qualified staff group consistently deliver skilled and coordinated input to each young person. There continues to be excellent working and supportive relationships between staff and the home's independent psychologist. Young people benefit from both direct and indirect input by the psychologist. Young people also now have the additional benefit of 'in house' funding for cognitive behavioural therapy where appropriate. This reduces delay considerably and ensures that young people are getting the support that they need. In addition, some staff have extended their own training skills in specific areas, such as first aid and restraint training. This enables them to provide tailored training to staff in the organisation which is more relevant to the individual young people being cared for. Overall, staff continue to be well supported and trained to continue to work positively with each young person.

Young people have benefitted a little from the action that has been taken following the last inspection. There is greater consistency in the undertaking of any necessary room searches. Forms have been adapted to follow the home's guidance in better detail. This ensures that young people's rights are balanced properly with their safety when searches are undertaken. However, some records of searches still do not show clearly what work has been done with the young person concerning the incident, or what was done with any items that were found as a consequence of the search. It

was also recommended that ways be sought to increase young people's involvement with their records. Young people now read and sign their placement plans and are encouraged to read and sign other records. However, managers acknowledge that there is much more that could be done to considerably extend young people's engagement in their records. Managers intend to focus on this as a part of the year's development plan and intend to involve all staff in devising and using individualised approaches to suit each young person.

The manager has been acting as manager at another of the organisation's homes since the last inspection. There has also recently been a temporary loss of deputy manager input at this home. As a result, the manager's time to focus upon developmental, monitoring and consultation activities has been reduced. For example, updates to the staffing files have not been undertaken. This means that photocopied parts of Criminal Records Disclosure Notices are still being retained after the vetting process is complete. In addition, some records of vetting checks do not clearly show all the information required by the minimum standard. The dates of checks, names of persons carrying out checks, evidence of how recruitment decisions have been reached when checks have given rise to concerns and evidence that any gaps in employment have been identified and explored are not sufficiently clear in every case. Further recommendations and a requirement are raised at this inspection, but no negative impact upon young people is identified. Young people continue to benefit from outstanding care.

## Areas for improvement

### Statutory Requirements

This section sets out the actions which must be taken so that the registered person/s meets the Care Standards Act 2000, Children's Homes Regulations 2001 and the National Minimum Standards. The registered person(s) must comply with the given timescales.

Reg.	Requirement	Due date
34 (2001)	ensure that the system for improving the quality of care provides for effective consultation with children, their parents and placing authorities. (Regulation 34 (3))	23/01/2012

### Recommendations

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

- ensure that the home has a written development plan, identifying any planned changes in the operation and resources of the home (NMS 15.2)
- ensure that there is a comprehensive record of the recruitment and vetting checks which have been carried out on those working. Also ensure that CRB

disclosure information is destroyed as soon as it is no longer needed, keeping the records as described above. (NMS 16.4 and 16.5)