

Inspection report for children's home

Unique reference number	SC065684
Inspection date	07/02/2012
Inspector	Angus Mackay
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	24/08/2011
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Service information

Brief description of the service

The home is privately run and provides care and accommodation for no more than five children with emotional and behavioural difficulties. The home has an activity and school block adjacent to the main building. There is adequate parking and recreation space safely contained within the grounds.

The inspection judgements and what they mean

Good progress	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.
Satisfactory progress	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.
Inadequate progress	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.

Progress

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

The inspection judgement was good at the last full inspection on 24 August 2011 with four recommendations being set. The home has made satisfactory progress in maintaining standards of care for young people and has, in the main, successfully addressed the previous recommendations. Young people benefit from a service provided by staff keen to improve practice and enhance the resources available to them, in consultation with the young people.

Children feel safe in the home and enjoy good relationships with staff. They say they feel involved in the home and can voice their opinions and get change in a variety of ways including key working and daily meetings. They have the opportunity to assist in work about the home and have made positive suggestions about major structural improvements to the home to enhance leisure pursuits, improving their sense of control and engagement in the home. Staff respond positively to young people's ideas and are exploring the feasibility of these suggestions.

The manager has changed the recording of incidents to successfully address a previous recommendation. Staff can analyse incidents in much more detail now aiding them in adjusting interventions and achieving better outcomes for young people. Young people contribute to the report allowing them to reflect on incidents and improve the learning for all parties. Risk assessments are in place for all young people on the electronic system. Checking of these is not always easy due to poor labelling which the deputy manager is addressing to improve the efficiency of the system. Staff have up to date risk assessments for young people going missing and review them each six months or following any incident to maintain young people's safety.

Staff supervision is more frequent, aiding staff support and development, whilst seeking consistency in the standard of care for young people. Staff, including bank and support staff, confirm that they receive extensive training aiding them in their work with young people. Managers have timetabled future supervision and appraisals to continue to maintain good care to young people. Not all staff have commenced the Children's Workforce Development Council's induction programme, or are working towards the Children and Young People's Workforce Diploma at level 3, although they all partake in the home's induction programme and training to keep young people safe. Managers must ensure all staff participate in these national programmes, to maintain appropriate standards for young people.

Young people benefit from an improved consistency in staffing, provided by improved staff rotas. Staff acknowledge that managers respond to requests for rota changes and incorporate them, where they do not reduce the service to young people. Managers monitor practice and the conduct of the home, on a monthly basis. This monitoring ensures staff are appropriately caring for young people and aids managers in identifying patterns of behaviour, or activity, within the home. The managers do not regularly send these reports to Ofsted which must occur to improve the safeguarding of young people.

The home operates in line with their Statement of Purpose but managers must review this, to ensure it accurately reflects changes in staffing and planned changes to how the home operates. The manager must also review the young people's guide to ensure it accurately reflects the current service he is providing to young people, ensuring they remain well informed about the home and how to stay safe. Staff have commenced internal improvements to the building to enhance facilities for staff and visitors making it easier to provide safe care to the young people. Staff ensure that they keep the building well maintained rectifying any damage immediately, keeping young people safe. Staff are creating a space where young people can complete education programmes, with their assistance after school, improving their educational attainment. Staff outlined other proposed changes which will enhance recreation and leisure resources, recognising the changing needs of the young people.

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
33 (2001)	ensure that a written report on the conduct of the home is sent to the HMCI at least once a month. (Regulation 33(3-5))	08/03/2012

Recommendations

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

- ensure that the Statement of Purpose and the Children's Guide are reviewed (NMS 13.3)
- ensure that an evaluation of the monthly monitoring of matters set out in Schedule 6 is sent to HMCI at six monthly intervals (Volume 5, statutory guidance, para.3.14)
- ensure that all staff engaged from April 2011 hold the Children and Young People's Workforce Diploma at level 3 or be working towards it within six months of confirmation of employment (NMS 18.5)
- ensure that all new staff undertake the Children's Workforce Development Council's induction standards, commencing within seven working days of starting their employment and being completed within six months. (NMS 18.3)

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)*.