

## Inspection report for children's home

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<b>Unique reference number</b>	SC032163
<b>Inspection date</b>	22/03/2012
<b>Inspector</b>	Sharron Escott
<b>Type of inspection</b>	Interim
<b>Provision subtype</b>	Children's home

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<b>Date of last inspection</b>	29/06/2011
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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 provision is a purpose-built children's home that is run by a local authority. The home is able to accommodate up to 14 children and young people of either sex, aged between four and under 18 years of age who have a learning disability, including those who have additional more complex or challenging needs.

The children receive medium- to long-term care as well as respite care. In addition, the home provides a day care service for up to 10 children during weekends and school holiday periods.

### Progress

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

At the full inspection carried out in June 2011, the overall effectiveness of the service was judged as good. One requirement and four recommendations were raised as part of that inspection. The home has successfully met one requirement and one recommendation. At the time of this inspection there were five children present in the home.

Since the last inspection, and as a result of this inspection, the service has made inadequate progress. Three requirements and three recommendations have been raised; these relate to the quality of care and appropriately safeguarding children.

The requirement relating to monitoring matters, as detailed in Regulation 34, has been successfully met. The quality of care is regularly monitored by Regulation 33 visits and Regulation 34 checks. Copies of these reports are sent to Ofsted within the appropriate time scales. However, the detail within these reports and the lack of any formal consultation systems in place, to seek the views of the young people, the child's family, social worker and Independent Reviewing Officers on the quality of care provided, has resulted in the recommendation being reinstated.

The core staff records for recruitment and vetting are held at the home; references for new employees are on file and telephone verification now takes place. The current staffing levels reflect the supervision levels required for the young people in placement, ensuring that continuity of care is provided. However, the staffing rota does not show that there is a dedicated handover time where essential information is shared between staff, and it could not be identified what staff member is responsible for spending time with individual young people. As a result, young people are not clear which staff member is working directly with them and that they are fully aware

of their changing daily living needs.

New staff and existing staff receive inadequate support. The Children's Workforce and Development Council's induction standard has not been undertaken within seven days of employment and supervisions are inconsistent and not in line with the home's policies and procedures. Not all staff have had their performance reviewed and appraised annually. The staff training programme is currently under review. However, a significant number of staff have not been provided with mandatory training. In addition, a significant number of staff are administering medication, using intervention techniques, and lifting and handling children without being provided with any formal training. This results in young people being cared for by staff who are not well supported, and whose limited training opportunities have restricted their ability to safeguard young people and themselves from harm and injury.

Poor and inappropriate behaviour management strategies are being used frequently that potentially restrict the liberty and rights of children and young people. These include, young people being 'removed' to their room or 'removed' to a 'chill out' room without consultation and consent for short but varying periods of times. Care plans, associated risk assessments and care practice are potentially restrictive, individualised behaviour management strategies lack imagination and creativity. In addition, recommendations made from the local authority Designated Officer have not been acted upon following a Section 47-strategy meeting. As a result, children and young people are not fully protected from harm and appropriately safeguarded.

However, the home has successfully progressed their development action plan. The home now provides additional areas to promote family contact, formal meetings and recreational play. A number of bedrooms have been redecorated and appropriately personalised to the individuals taste and interests. Funding and planning is underway for a sensory garden in the court yard to provide opportunities for children and young people to enjoy therapeutic play and leisure time.

## 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
16 (2001)	ensure consideration to be given to the measures which may be necessary to protect children following an allegation of abuse or neglect ( Regulation 16 (2) (e))	18/05/2012
17 (2001)	ensure no measure of control or discipline which is excessive or unreasonable shall be used at any time on children accommodated in the children's home (Regulation 17 (1))	18/05/2012

27 (2001)	ensure all persons employed receive appropriate training, supervision and appraisal. (Regulation 27 (4)(a))	18/05/2012
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## Recommendations

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

- ensure the views of the child's family, social worker and IRO are sought regularly on the child's care. (NMS 1.4)
- ensure that staff rotas include scheduled time to ensure handovers are held and they include the planning of spending time with individual children, specifically 1:1 supervision (NMS 17.6)
- ensure 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 )
- ensure the child's placement plan sets out any specific strategies that have been agreed to reduce the incidences of any negative behaviour exhibited by the child; in particular with in reference to the use of time out room. Sanctions for poor behaviour need to be clear, reasonable and not excessive. (2.88. volume 5)