

## Inspection report for children's home

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<b>Unique reference number</b>	SC406505
<b>Inspection date</b>	29/11/2012
<b>Inspector</b>	David Martin
<b>Type of inspection</b>	Interim
<b>Provision subtype</b>	Children's home

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<b>Date of last inspection</b>	28/06/2012
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## Service information

### Brief description of the service

The home is registered to provide accommodation and care for up to 12 boys and girls. Children who use the home generally stay there for 35 days per year. These days are spread over a number of short breaks at regular intervals through the year. The home is managed by a local authority.

The home is designed and purpose built to provide care for children with a range of disabilities. It has specialised equipment, aids and adaptations to support children with physical disabilities. Part of the home is a designated self-help unit for older and more able young people to develop their life skills and support their transition to adulthood.

### 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.

## Progress

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

The last full inspection of the home took place in June 2012 when its overall effectiveness was judged adequate and outcomes for young people were judged good. In the period since, the home has made good progress in implementing the requirements and recommendations set at the previous inspection.

A full time, permanent manager has been appointed and her application to register is being processed. They have already begun to make extensive changes to the way the home operates, identifying a number of areas for improvement. The appointment brings both consistency and stability to the leadership of the home.

The home has made considerable progress in ensuring that the participation of young people in decision making is well documented. Daily records have been revised and improved and key work sessions in particular are now recorded well. Staff are enabled to evaluate their work with individual young people and the management team have clear lines of accountability. The authority's 'voice and influence' officer has undertaken work with young people and staff to improve the ways in which young people's opinions and wishes are gathered. This approach ensures that young people are listened to and taken seriously.

The home has taken decisive action to ensure that the administration of controlled drugs is properly recorded. A controlled drugs register has been implemented and staff have undertaken further training in the safe handling of medication. The systems now in place ensure that young people's medication is managed safely and accountably.

Arrangements have been made to ensure that all staff undertake safeguarding training which specifically addresses the needs of young people who have learning disabilities; the training events will be completed by the end of January 2013. The home is making good progress in raising staff awareness of the ways in which young people are protected from harm.

The home has responded well to a recommendation that any restrictions on the freedom of movement of young people are considered in the light of their individual needs and are addressed in their short-break plans. Placement agreements are being reviewed and revised with parents and social workers to ensure that the individual needs of young people are clearly set out and understood by staff.

Monitoring of what goes on in the home is now well established. Monitoring reports are completed by the manager on a monthly basis and are fully evaluative. The process now makes a significant contribution to the drive for continuous improvement. Similarly, an annual service improvement plan has been drawn-up which identifies practice to be consolidated and areas for improvement. The arrangements in place ensure that the home has a strong basis on which to make progress in improving outcomes for young people.

The home employs a number of agency staff on long term, full-time contracts. However, there are occasions when shifts are covered by more agency staff than permanent employees. The manager is aware that this does not meet national minimum standards and has raised the issue with her line manager. While agency employees are trained and supervised to the same level as permanent staff, their employment in the home does not fully contribute to a sense of continuity.

## **Areas for improvement**

### **Recommendations**

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

- ensure that no more than half the staff on duty at any one time, by day or night, at the home are from an external agency. (NMS 17.8)

## 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*.