

Inspection report for children's home

Unique reference number	SC431807
Inspection date	21/01/2013
Inspector	Maire Atherton
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	22/05/2012
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Service information

Brief description of the service

The service is a four-bedded children's home registered for boys with emotional and behavioural difficulties.

The home is owned and operated by a private organisation that specialises in the assessment and treatment of male adolescents who have experienced some form of abuse and have subsequently been involved in perpetrating abusive behaviour themselves. The overall aim of the service is to offer young men the opportunity to embark on specialised educational and therapeutic training programmes within a safe, supportive and nurturing environment.

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**.

This children's home was judged adequate overall at the last full inspection in May 2011. There were two requirements and one recommendation made. One requirement has been met, the second partly met and the recommendation has not been fully addressed.

There have been no new staff appointments to the home since the last inspection and all staff in post have the required checks in place. However in response to the requirement about staff recruitment checks the organisation has reviewed the recruitment procedure. Managers are to be more actively involved in the whole process, taking responsibility for ensuring that all the necessary checks are in place

before a post is offered. In light of this it is further recommended that personnel involved in the recruitment and selection of staff are trained in and understand good recruitment practices.

There has been an improvement in maintenance of medication records. However there is one instance where the records relating to a controlled drug are insufficiently detailed. Therefore this requirement is repeated.

The management team of the organisation has discussed the recommendation about formalising the process for staff moving to senior roles within the organisation. The manager is not aware if there has been further progress in meeting this recommendation.

Improvements to the accommodation continue to be made in accordance with the development plan for the home. There are new carpets in all bedrooms, the lounge and hall, stairs and landing. The lounge and bedrooms have also been redecorated and bedrooms are being made ready for possible new admissions. A new boundary fence has been erected in the back garden. The redecoration of the dining room is planned and new furniture is on order; there is an improvement plan for the conservatory.

The staffing level has been reduced to reflect the number of young people in the house. The manager and one member of staff are lone working the bulk of the shifts with shortfalls being made up by experienced staff from within the organisation. One young person said that this works well for him. The range of records that show who is on shift do not cross reference in each case. This has been highlighted for action by the manager through his monthly monitoring.

Young people say that staff are supporting them well to meet the expectations outlined in weekly schedules. One young person demonstrated a good understanding of where he wants to be and what he needs to do to achieve this. He commented that the actual doing is proving harder than he thought, he acknowledges that although staff encourage him he does not always respond positively. However a reduction in smoking and an increase in exercise indicate that changes for the better are being made by young people. Sanctions are used infrequently and young people are encouraged to record their views. Records relating to sanctions are not clear in every case.

Since the last inspection staff have attended breakaway training to support the behaviour management of young people. This provides staff with additional resources to enable them to safely care for young people who may use physically challenging behaviour to express themselves.

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
21 (2001)	ensure that there are suitable arrangements for the recording of medication, in particular ensure that full records are maintained when medication leaves the house (Regulation 21 (1))	28/02/2013
29 (2001)	ensure that there is an accurate record of the actual staff rosters worked (Regulation 29(1) Schedule (4)(11))	28/02/2013
17B (2001)	ensure that sanctions records are clear and contain all the detail required by regulation (Regulation 17B (3))	28/02/2013

Recommendations

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

- ensure that all personnel responsible for recruitment and selection of staff are trained in, understand and operate good recruitment practices (NMS 16.2)
- develop a formal process for staff moving to senior positions within the home so as to demonstrate their suitability for the role. (NMS 17.4)

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*.