

Inspection report for children's home

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Inspection date	21/01/2013
Inspector	Caroline Wilson
Type of inspection	Interim
Provision subtype	Children's home

Date of last inspection	29/08/2012
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Service information

Brief description of the service

This home provides care and accommodation for up to six young people who have a learning disability. It is operated by a private organisation and provides short breaks in addition to longer periods of care.

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 **good progress**.

This service was judged as adequate at the last inspection. Since this time that have made good progress in relation to the quality of care that they provide. Staff are committed to ensuring good outcomes for young people and the statutory requirements set at the last inspection have been met. Full and satisfactory information is now available for all staff working there. This enables the home to make an informed judgement to the suitability of staff to safely work with young people, including agency staff. Young people receive good consistency of care as a number of permanent staff have been employed which has decreased the number of agency staff required. The Registered Manager's management duties have increased since the last inspection, although she does not always work core hours. However, there has been overall improvement of the overall monitoring of the home to ensure its smooth running in accordance with the home's Statement of Purpose. Any weaknesses are identified and rectified, and areas of strengths promoted through the Registered Manager's quality of care reviews and regular Regulation 33 monitoring visits. Placement plans and other related documentation are in place for all young people. Staff supervision is completed at regular intervals and the Registered Manager has greater oversight of the operational aspects and staff's understanding

of these. Staff's attendance on training has improved. This is now planned in advance and staff attendance is recorded to ensure that all staff have the skills necessary to appropriately respond to young people's needs. All staff have access to regular team meetings and supervision that will enable them to have a good understanding of their roles and responsibilities working with young people and related house-keeping issues. New staff have a formal induction process in place in which they are required to evidence that they have a good understanding of the promotion of young people's welfare.

The home has become more comfortable and confident in the service that it offers to young people. They are now more discerning about the young people that they place and how they will interact with the existing group of young people. This is evidenced in the reduction of incidents that have taken place and the more positive interaction observed between young people and staff. Young people are integrated well into the community. The staff have made links with local restaurants in the locality that meet young people's dietary and social needs. Young people's health needs are well met. They are encouraged to take regular exercise and eat healthily to keep them fit and well. Young people's educational requirements are supported by staff to enable them to achieve to their educational potential. Personal Educational Plans (PEP) are in place, so that staff provide young people with learning opportunities and engage in activities at the home which promotes their learning. Young people's wishes and feelings are taken into account in relation to the care that they receive. Any concerns or wishes are acted upon, to help them to develop their interests and skills and contribute to the wider community. Relevant communication systems are in place to facilitate this. The views of young people with non-verbal skills are taken into account as staff observe young people's body language and moods.

Staff are all now placed on training which enables them to meet the individual needs of young people in relation to safeguarding, health and safety and other related matters. However, approximately 25% of staff have not enrolled or have completed their Diploma Level 3 training or equivalent. These staff do not have the opportunity to develop their personal development and enhance their knowledge and skills to gain a clearer understanding of their role working with children and young people. Overall, the impact on the care of young people has been minimised as staff now have a full training programme that increases their skills and knowledge around specific areas of childcare.

Behaviour management and risk assessment plans comprehensively identify individual risks to young people and the objectives that are required in order to minimise this. The home is in the process of strengthening their guidelines in order to prevent situations escalating to keep young people safe. This will ensure that staff know what action they should take, if for instance, a young person breaks their curfew.

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
11 (2001)	ensure that the home is conducted so as to promote and make provision for the welfare of young people with regard to staff guidance. (Regulation 11 (1) (b))	31/03/2013

Recommendations

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

- ensure that all existing care staff have attended a minimum level 3 qualification. All new staff are to hold level 3 Children and Young People Workforce Diploma or be working towards the Diploma within 6 months of confirmation of employment. (NMS 18.5)

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*.