

## Inspection report for children's home

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<b>Inspection date</b>	28/01/2014
<b>Inspector</b>	Maire Atherton
<b>Type of inspection</b>	Interim
<b>Provision subtype</b>	Children's home

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<b>Date of last inspection</b>	12/06/2013
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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 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**.

At the last full inspection in June 2013 this home was judged to be adequate. There were four recommendations arising from the last inspection. Three of these have been met, the fourth is an annual evaluation of training and suitably remains work in progress, with the development of a new training schedule for 2014. Three recommendations are made as a result of this inspection.

The keyworkers record on the young people's placement plans the progress made towards the targets set at update meetings held every three weeks between the key representatives from the home, therapy and education working with the young person. The young person can also attend these meetings. Every three months there is a more formal review and evaluation of progress, resulting in the development of a new plan. These effectively evidence the progress that young people are making. In addition the introduction of a new electronic recording system has made the

information easily accessible and ensures that staff are working with the current plan.

Staff have received training from the in-house therapy team on supervising and facilitating contact. Staff reported that they found this useful and an additional day is scheduled next month. Young people report that the contact arrangements are well planned yet remain flexible so as to respond to changes, in the weather for example.

The computerised recording system has also improved the cross referencing of placement plans and risk management plans. The core business of the home is risk management and the plans detail thoroughly the actions required to maintain risk at an acceptable level. Some of this is general practice which has the potential to obscure the individual strategies and control measures that are within the document.

There is a stable management team in the home but there have been further changes in the staff team. At the time of this visit there are three staff on their probationary period. Experienced staff within the wider organisation are regularly working in the home to provide support and maintain consistency. This is proving effective as staff are managing very challenging behaviour with a strong emphasis on rewards and the measured use of relevant sanctions. Young people are encouraged to contribute their views to the sanctions record and some do so.

There is open and honest communication between the staff and the young people. Young people are encouraged both in the home and in the therapeutic programme to reflect on the impact of their negative words, actions and behaviour on themselves and others. For example, exploring the link between prejudice and bullying. There is evidence that young people are beginning to recognise this and can make the necessary changes to achieve what they want in day-to-day living. Skilled staff interventions support young people to move from an aggressive and belligerent attitude to a negotiating stance. Young people recognise the efforts that staff make on their behalf and express their appreciation when talking about them.

The development plan for the home is thorough and indicates the considerable progress that has been made in the last 12 months. The management team has a good understanding of the strengths and weaknesses of the home through robust monitoring; however there remains a lack of focus on the future developments for the home.

There have been continued improvements to the home environment with new soft furnishings creating a warm and homely ambience. New lounge furniture is on order and is due for delivery before the end of the week of this inspection.

The home is judged to have made good progress since the last inspection with improvements to outcomes and quality of care.

## **Areas for improvement**

### **Recommendations**

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

- evidence, and evaluate for effectiveness annually, the learning and development programme for staff. (NMS 18.1 and 18.2)
- review the layout of the risk management plan so as to ensure that the individual strategies and control measures are easily accessible within the document (Children Act Guidance Volume 5: Children's Homes para 2.62)
- ensure that the registered person has a written development plan, reviewed annually, for the future of the home, either identifying any planned changes in the operation or resources of the service, or confirming the continuation of the home's current operation and resource (NMS 15.2)

## 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*.