

Inspection report for children's home

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<b>Unique reference number</b>	SC437171
<b>Inspector</b>	Wendy Anderson
<b>Type of inspection</b>	Interim
<b>Provision subtype</b>	Children's home

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<b>Registered person</b>	John-Edwards Care Homes Ltd
<b>Registered person address</b>	2 Cricklade Court Cricklade Street SWINDON SN1 3EY
<b>Responsible individual</b>	Dawn Johnson
<b>Registered manager</b>	Samantha Anne Radford / Tracey Ann Edwards
<b>Date of last inspection</b>	29/07/2014

<b>Inspection date</b>	13/11/2014
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Previous inspection	good
Enforcement action since last inspection	none

## **This inspection**

This home was judged good at the last full inspection. At this interim inspection Ofsted judge that it has **improved effectiveness**.

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The home has demonstrated improved effectiveness since their last inspection in July 2014. At this inspection one requirement was made which related to the frequency at which staff were receiving formal supervision. This was not in line with the policy of the home. Since the last inspection this shortfall has now been met. New staff receive fortnightly supervision and existing staff monthly supervision. This is of a high quality and provides an effective forum for the monitoring and development of staff and their work. This was clearly evidenced in the three supervision files inspected which included the file of one new member of staff.

Managers and leaders have further developed the induction process to provide new staff with an effective grounding in the care practices within the home. This, linked with the shadow shift arrangements, not only benefits the new staff but also the young people with the consistency of care they receive. Detailed probationary reports are completed regularly to monitor progress. Records of these sessions note that practice is discussed and any practice issues are promptly addressed. This practice enhances staff development and prevents poor practice continuing.

Information provided to Ofsted prior to the inspection has formed part of the key lines of enquires covered in this inspection and will be addressed as part of this report.

Young people at the home continue to make good progress and have improved outcomes. All young people are involved in fulltime education and the team have developed effective working relationships with education providers. This enables the

team to share working practices and provide consistency for the young people they care for. This is particularly important in relation to young people's preferred means of communication.

For those young people that receive fulltime care at the home the staff work effectively with parents and families to maintain and facilitate contact. Partnership work with parents can include providing advocacy and support and to enable them to understand the Local Authority's future care planning for their child. This has been done in a very professional way as the team clearly understand there could be a conflict of interest in this area. This they have addressed by open and effective information sharing with placing social workers.

Admissions to the home are exceptionally well managed whether they be fulltime or short break placements. The detailed pre admission work ensures that not only the new young person's needs are met but also those of the existing group. This is further enhanced by the additional matching of who is in for a short break on each night. This approach means that staff are well equipped to meet young people's needs from the outset of their placement. Similar systems are in place to support young people and their families when young people leave the home.

The home has outstanding systems in place to address the health and medical needs of young people. Some young people accessing the home have very complex health care needs. As well as the staff being highly trained in this area procedures relating to the transfer of medication are strictly adhered to in practice. This approach safeguards young people's welfare.

Over the summer holidays young people were able to access a range of activities. Young people really enjoyed their holiday on the coast. Staff produce individual newsletters for the families and social workers of those young people who access the home. This keeps those important to the young people updated and provides a keepsake of memories for the young people.

Staff continue to develop their understanding of young people's behaviours. This has included the involvement of external professionals. For example a health care professional to provide advice on improving young people's sleep patterns. This has proved to be effective.

Quality assurance questionnaires are sent to parents and fellow professionals. Those received to date are very positive.

The procedures for missing young people have been reviewed and updated to accurately reflect the vulnerabilities of the young people who access the service. Individual response plans have been developed in conjunction with the local police. This approach further safeguards the young people accessing the service.

Since the last inspection there has been minimal turnover in the staff team.

Currently the home is having a recruitment drive. This has been done previously but did not attract the calibre of staff the managers wanted. Managers and leaders reviewed how the posts were advertised. As a result managers report that this round of recruitment has been successful. The staffing structure has been reviewed to increase the consistency of the care for young people. At the time of inspection a limited number of agency staff were being used. This does not impact on the high standard of care the young people receive.

Young people at the home have a varied and nutritious diet. Food items are purchased from a variety of local outlets to ensure a good range of choice for young people. Menus cater for young people's cultural and dietary needs taking into account individual likes and dislikes.

Laundry provision at the home is suitable. Where necessary soiled laundry is washed at the required temperature to ensure items are clean and free from infection.

The standard of accommodation at the home remains high. Some rooms have new curtains and blinds. A light tunnel has been installed into one of the bedrooms to provide additional natural light. The play equipment in the garden is regularly inspected by the Royal Society for the Prevention of Accidents (RoSPA). A recent inspection identified two areas to be improved. The ropes on one swing and the nets around the trampoline have been replaced to provide a safe play area. The waterbed in the sensory room has been modified to enable access for a hoist. This ensures all young people can benefit from the use of the waterbed. The bedrooms are personalised and comfortably furnished. Young people have their own bedding and towels.

Since the last inspection a new experienced independent visitor appointed to undertake regular visits to monitor the quality of care. The manager has requested permission from placing authorities and parents for the independent visitor to access to young people's records. This will enable them to effectively monitor the work the home undertakes. The manager carries out quarterly reviews of the work the home undertakes and evaluates it. This information is then used to develop practices within the home.

No requirements or recommendations have been made as a result of this inspection.

## Information about this children's home

This children's home is registered to care for five children with learning difficulties and associated disabilities. The home is run by a private company and can offer the flexibility of short breaks in addition to long-term placements.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/07/2014	Full	good
02/01/2014	Interim	good progress
01/08/2013	Full	outstanding
21/02/2013	Interim	good progress

## **What inspection judgements mean**

At the interim inspections we make a judgement on whether the home has improved in effectiveness, sustained effectiveness, or declined in effectiveness since the previous full inspection. This is in line with the *Inspection of children's homes: framework for inspection*.

## **Information 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 main strengths, any areas for improvement, including any breaches of regulation, and any failure to meet national minimum standards. The judgements included in the report are made against the framework of inspection for children's homes.