

Inspection report for children's home

Unique reference number	SC037986
Inspector	Emeline Evans
Type of inspection	Interim
Provision subtype	Children's home

Registered person	Bracknell Forest Borough Council
Registered person address	Easthampstead House Town Square BRACKNELL Berkshire RG12 1AQ
Responsible individual	Sonia Johnson
Registered manager	Samantha Jane Whitehouse
Date of last inspection	05/11/2014

Inspection date	03/02/2015
Previous inspection	outstanding
Enforcement action since last inspection	None

This inspection

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

The home continues to provide an excellent quality service for children and young people with a range of disabilities. Young people thoroughly enjoy their stays; they make progress within a stimulating and caring environment. Staff work in partnership with parents and professionals to assess young people's needs prior to visiting the home. Transitions have been managed remarkably well by staff and this is clearly a strength of the service. One young person has moved out of the service since the last inspection. This was a very well facilitated planned move for the young person to an adult provision. Staff supported this move in an individualised way through the use of social stories and objects of reference. This enabled a very positive move for this young person.

The relationships between staff and young people continues to be a real strength. The staff group are able to communicate effectively with young people, providing them with choice in their daily lives and many opportunities to do things that they enjoy doing. Young people's voices are heard in many aspects of shift planning and there continues to be a focus in both gaining views from young people in various imaginative ways and observing young people's behaviours. The home also uses information from the observations of professionals including social workers and behaviour specialists to be able to gain young people's views.

Since the last inspection, recruitment has been underway and the home has filled the vacant positions, this has resulted in a full complement of staff. During the process of recruiting to these positions, the home used a number of consistent agency staff. The home has in place profiles for these agency members of staff to enable the management to establish that they have been subject to the necessary recruitment checks. However, some of these profiles have not been renewed for a number of years to ensure the details are still accurate and correct. The manager took action during the course of the inspection to gain up to date profiles. However,

there is not presently a system in operation to ensure this is carried out on a regular basis.

The staff are skilled at promoting a nurturing environment where young people are and feel safe and well cared for. The staff team are consistent in their approach and effectively engage with young people to promote positive behaviour. As a result, the home has not used any sanctions. Only one physical intervention has been used. There has been clear management oversight of this restraint and actions taken to prevent re-occurrence.

Since the last inspection, policies and procedures have been updated and now include clear guidance for staff in respect of safeguarding. Previously there were a number of policies leading to confusion; this has been resolved and there is a clear flowchart in operation. The home has a clear development plan in operation. There has been a focus in recent months on the environment presented within the home. This has resulted in the removal of keypads. This has created a more inclusive atmosphere enabling young people to have more freedom. A previous recommendation in relation to having risk assessments of a chest freezer within the kitchen area has been met. The chest freezer has since been removed as the home deemed this a risk.

Planning and risk assessment documents have been reviewed and now include additional information to ensure they highlight the reasons why certain measures are used. This specifically relates to the use of a therapeutic bed; this documentation now includes individual recommendations from specialists such as occupational therapists. Risk assessments are in the process of being further reviewed in conjunction with support from an educational psychologist. The focus will be the staffing levels young people are currently assessed as requiring and how together they can work to reduce this level of support. This is in readiness for moving on to more independent settings.

The suitably qualified and experienced Registered Manager effectively leads the enthusiastic staff team. Staff are confident in their roles and key workers well informed on the needs and progress of their key child. The monitoring systems in place continue to review the quality of care that young people receive and identify areas where outcomes for young people may be improved. However, the internal monitoring taking place by the manager does not reflect an awareness of any key issues or identify patterns or trends. There is little evaluation and monitoring of the professional practice that young people receive. Therefore, it is difficult to measure how the manager intends to further improve the quality of care.

There is a real commitment from the management and staff team to further raise the standard of care provided to the young people who access the service. They have clear vision and realistic aspirations for the service and in achieving positive outcomes for the young people.

Information about this children's home

This is a short-break unit which provides day care, and residential short breaks for five children and young people with learning disabilities. It is owned and managed by a local council.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/11/2014	Full	outstanding
10/03/2014	Interim	good progress
12/11/2013	Full	good
07/01/2013	Interim	good progress

What does the children's home need to do to improve further?

Recommendations

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

- ensure all relevant checks and information is kept up to date when using agency staff (NMS 16.3)
- ensure the managers internal monitoring identifies any patterns or trends in order to improve the quality of care provided. (NMS 21.2)

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.