

Inspection report for children's home

Unique reference number	SC368032
Inspector	Mark Fitzgerald
Type of inspection	Interim
Provision subtype	Children's home

Registered manager	Rodwell Mapfumo
Date of last inspection	29/09/2014

Inspection date	24/03/2015
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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**.

The progress and experience of young people in the home since the last inspection is positive. Management oversight is effective. The one requirement from the previous inspection relating to the employment details of staff has been met in full. Young people are protected by safe, good quality care which takes account of their risks and vulnerabilities. The quality of partnership working is good.

The Registered Manager was on annual leave. The inspection was supported by the acting deputy manager and the operations manager. The home is not occupied to full capacity at the time of inspection, with only two of the three available places filled. The home provides a homely, safe environment for young people. It is clean, well decorated in a modern contemporary style, and well maintained. Young people are proud to show off their bedrooms and clearly respect the environment.

One young person has left the home since the last inspection in September 2014. The four-month placement was successful in re-engaging them with full-time education following a period of exclusion. The departure was planned and involved a reunification with the young person's family. Staff supported contact with family members in preparation for a positive return to their home. These efforts have enabled the young person to subsequently become enrolled at college, where he continues to succeed.

Two young people have been admitted to the home since the last inspection. One placement was planned and involved a move from foster care to the home three months ago. The other took place this week and was an emergency placement.

Both young people speak positively about the care they receive, about each other and about the staff team. Both young people have distinct and different interests. Staff encourage them to pursue these and wherever possible to enjoy activities in each

other's company.

Care planning and the quality of care is good. The vulnerabilities of the residents are the result of significant pre-care experiences and for this reason, young people present ongoing challenges to the staff group. Young people's physical, mental, and emotional health needs are being addressed. The staff team works with specialist health professionals to ensure young people gain access to the mental health services they require. The home supports young people well in this area of their development. They support young people's contact with their family where it is safe and possible to do so.

One resident has maintained their original place in full-time mainstream educational provision, despite the school being located some way away geographically. This gives a sense of continuity at a crucial time in their school career. Both young people have an understanding of the importance of their education. The staff team is in negotiation with a local school for the admission of the new resident in the next week.

Records of consequences demonstrate the manager's ethos of supporting young people to self-regulate and take control of their own lives. As a result, disciplinary measures are few. Instead of staff using overt measures of control, more subtle and nurturing approaches are evident, showing a good quality of relationship between the caregiver and young person, this builds trust and meaningful supportive relationships are thriving.

Well-attended consultation meetings between staff and young people take place at weekends. The meetings encourage young people to express their feelings about the care they receive. Topics covered include: bullying; health and well-being; menu preferences; activities and education. Staff seek young people's views at these meetings and then discuss them in staff handovers. Feedback is provided to the young people as soon as possible following the meeting. In this way, young people feel listened to and their opinions are taken seriously.

A reasonably stable staff team provides consistency of care for the residents. This minimises the need to call on staff that are external to the home. The effect for young people is that they are cared for by adults they are familiar with, and who are familiar with them. Staff meetings are held on a monthly basis. Amongst the recent issues discussed were the importance of accurate recording and the staff code of conduct in relation to the use of mobile telephones whilst on duty. All permanent staff are either qualified to the required level or are studying to become qualified. Staff turnover is not significant. Since the last inspection, three members of staff have left and three have been recruited in their place.

Management oversight of the quality of care and practice is effective. Monthly visits and reports by an independent visitor to the home are in place. Reports on the review of the quality of care are submitted quarterly by the Registered Manager. Admissions to the home and judgements about young people's compatibility are the subject of

much consideration by the Registered Manager and the operations manager. The decision to offer a placement is only taken once a detailed risk and compatibility assessment has been undertaken.

Young people are protected by the care they receive. The setting is stable and this is reflected in the reduction and absence of episodes of self-harm, missing from home, physical intervention, bullying, and complaints since the last inspection.

Partnership working with other agencies and professionals is effective. Relationships with family members, social workers, schools, and police are positive and achieve good results for young people.

Information about this children's home

This children's home is registered to provide care and accommodation for up to three young people with emotional and behavioural difficulties. The home is privately owned.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/09/2014	Full	good
30/01/2014	Interim	inadequate progress
09/05/2013	Full	adequate
20/11/2012	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.