

Children's homes inspection - Full

Inspection date	13/08/2015
Unique reference number	SC423753
Type of inspection	Full
Provision subtype	Residential special school
Registered person	Ruskin Mill Trust Limited
Registered person address	Ruskin Mill, Old Bristol Road, Nailsworth, Gloucestershire, GL6 0LA

Responsible individual	Constantin Court
Registered manager	Maxine Lydon
Inspector	Jamie Richardson

Inspection date	13/08/2015
Previous inspection judgement	Outstanding
Enforcement action since last inspection	None
This inspection	
The overall experiences and progress of children and young people living in the home are	Outstanding
The children's home provides highly effective services that consistently exceed the standards of good. The actions of the home contribute to significantly improved outcomes for children and young people who need help, protection and care.	
how well children and young people are helped and protected	Outstanding
the impact and effectiveness of leaders and managers	Outstanding

SC423753

Summary of findings

The children's home provision is outstanding

- Young people make exceptional progress in all areas of their development.
- This home is personalised to meet young people's very complex needs. It achieves a highly structured and low arousal environment, which is comfortable and homely
- Young people thrive from access to a range of specialist internal and external services, such as, speech and language therapy, psychiatrist support and massage therapy
- Experienced and highly trained staff understand young people's individual needs. Very specialised and tailored approaches ensure they reach their maximum potential socially and academically
- Diversity and difference is celebrated in this setting. Young people's views and feelings are at the heart of care practice and planning.
- Young people access a wealth of meaningful activities. This broadens their life experiences and enhances social interactions with others.
- Young people's health has significantly increased as a result of living in this home. They develop their knowledge to make healthy choices now and in later life.

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

Recommendations

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

The registered person must have systems in place so that all staff, including the manager, receives supervision, which allows them to reflect on their practice and the needs of the children assigned to their care. (The Guide to the Quality Standards page 61, paragraph 13.2)

Full report

Information about this children's home

This home is run by a private trust. It is registered for 5 young people in the home. It caters for the care and education needs of children and young people with a broad range of learning, emotional and behavioural difficulties many are on the autistic spectrum.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/03/2015	Interim	Sustained Effectiveness
27/08/2014	Full	Outstanding
13/03/2014	Interim	Good Progress
30/04/2013	Full	Good

Inspection Judgements

	Judgement grade
The overall experiences and progress of children and young people living in the home are	Outstanding
<p>This home is achieving a balance in providing a homely and welcoming environment which is low arousal and highly structured. Visual aids such as photographic staff rotas, daily routines and menus, create a predictable and consistent approach. As a result young people feel safe. They develop independence, which is enhancing their confidence and self-esteem. One parent commented 'I am very pleased with the progress he is making. I see him increasing in confidence, losing weight, much improved self-esteem. As a parent it is wonderful to see your son happy.'</p> <p>Young people who have previously not attended school for significant periods of time now have 100% attendance. Specialised on site education provides a seamless link between home and school. It nurtures individual's strengths and adapts to young people's own learning styles. Practical sessions such as woodwork and sewing encourage young people to build on their strengths and target their learning. Consequently young people make outstanding creations. For example a young person has made their own coat and waist coat. Some young people who have found it hard to achieve academically have now taken exams for the first time. This has a significant impact on young people's confidence and their ability's in all areas have significantly increased. One parent commented 'They have helped him to make his way back up to the light from the rubble. Not only that, they are helping him to construct and believe in a future, a happy future! They are working with him to help him prepare for his future goal. As I write my eyes are filled with tears of gratitude.'</p> <p>Young people thrive from a dedicated and understanding staff team. Staff have high aspirations for all young people. As a result some have developed strong relationships with staff and peers for the first time. Some have been able to share birthdays and have friends to their home. Young people's views are highly valued and enthusiastically acted upon. For example religious choices are nurtured and promoted. As a result young people feel a true sense of belonging and value. One parent commented how 'trusting him like an adult has been marvellous for his self-esteem. The entire house team, all of whom are wonderful and who genuinely care about the youngsters in their charge, have unending patience, kindness and flexibility. The place is staffed exclusively by fabulous people.'</p> <p>Young people benefit from a wealth of exceptional experiences. For example one young person has recently experienced a two week camp at a religious festival of his choice. He has stayed independently for some of the time and contributed</p>	

towards the community working in the café and kitchen. This has benefitted his self-esteem, confidence and social skills. It enhances his independence and skills for the world of work in later life. Other activities young people enjoy include, walking, water-skiing and ice skating. One parent commented 'I love the fact they do so many activities with the children, water skiing biking, theatre, not just basic activities they do lots of different things.'

Young people's physical health considerably improves from living in this home. Young people are encouraged to eat healthy diets and consider where their food comes from. The majority of food is sourced locally from organic produce. As a result young people have been inspired to follow their own dietary choices such as, low fat or vegan. They are knowledgeable of their own choices and respectful of others dietary need. Consequently they can now plan meals considering not just their own preferences but others needs too. Some young people have lost weight due to the healthy eating plans. One parent commented 'He's much more healthy now he's lost a lot of weight. I love the fact they have organic food and not processed food.'

	Judgement grade
How well children and young people are helped and protected	Outstanding
<p>Young people feel safe in this home. They have good relationships with their key worker and the managers. This provides them with people they can talk to if they have any worries. Due to the strong emphasis on relationships and trust some young people are for the first time confident to go to staff to share concerns and opinions.</p> <p>Staff are well trained in respect of safeguarding practice. They demonstrate good knowledge of how to keep young people safe. They are confident to follow the homes whistleblowing policy. They strive to empower young people to keep themselves safe. For example they make sure young people know their rights and how to complain. This helps to increase levels of safety in the home by staff and young people.</p> <p>Positive relationships with social workers and other professionals help to keep young people safe. As a result information is effectively shared. One social worker reported safeguarding is good and she felt young people are safe.</p> <p>As a result of living in this home young people make positive life choices. Young people who previously put themselves in danger, partaking in risk taking activities such as experimenting with substances, absconding or self-harm have now stopped. Consequently risk to them has successfully reduced.</p>	

Young people are well supported to use the internet and social media sites. As a result they are now learning how to positively maintain long distance friendships and how to keep themselves safe on line. Young people are not exposed to risk such as child sexual exploitation. Staff are knowledgeable in this area should any event arise

Episodes of challenging behaviour have significantly reduced for all young people. As a result there has been no use of physical intervention. This is a significant improvement from some individual starting points. Structure, positive approaches and focus on personal strengths means young people are now less anxious. They live in a consistent and predictable world where guidance and boundaries are clear. As a result young people's behaviour is calm and settled.

	Judgement grade
The impact and effectiveness of leaders and managers	Outstanding
<p>The registered manager is qualified and has extensive experience to undertake this role. She has been in post since June 2013. She has an in-depth understanding of young people's complex needs. The manager is dedicated to providing a unique service for each young person. She is meticulous in her approach to finding ways to encourage young people to engage and reach their maximum potential. She leads her staff by her positive example.</p> <p>Staff feel well supported by the management team. One member of staff commented 'The manager is direct, honest reliable and dependable. She is always there straight away and she will answer you back straight away. She is always very fair.' Regular good quality supervision helps staff to feel confident. This supervision is generally reflective. More consistent reflective discussion in relation to staff practice and young people, will further develop this staff team. This has no current impact on young people's wellbeing.</p> <p>Staff undertake comprehensive training. Mandatory courses and courses specific to individual needs are regularly updated. In addition staff learn from a range of professionals who attend team meetings and visit the home to advise them on the best ways to meet young people's needs. These include a psychiatrist and speech and language therapist. This ensures the staff team have a range of resources to draw advice from. It also ensures they are skilled to meet young people's complex needs.</p> <p>The manager is aware of the strengths and weakness of this home. Close</p>	

monitoring ensures that any issues are quickly identified and responded to. Consequently young people are at the centre of practice and their needs are prioritised.

Young people's progress is continually reviewed and monitored by comprehensive systems. Top priority is given to ensuring young people achieve their own goals and aspirations. As a result young people who have never succeeded before are doing well academically and socially for the first time.

What the inspection judgements mean

The experiences and progress of children and young people are at the centre of the inspection. Inspectors will use their professional judgement to determine the weight and significance of their findings in this respect. The judgements included in the report are made against *Inspection of children's homes: framework for inspection*.

An **outstanding** children's home provides highly effective services that contribute to significantly improved outcomes for children and young people who need help and protection and care. Their progress exceeds expectations and is sustained over time.

A **good** children's home provides effective services that help, protect and care for children and young people and have their welfare safeguarded and promoted.

In a children's home that **requires improvement**, there are no widespread or serious failures that create or leave children being harmed or at risk of harm. The welfare of looked after children is safeguarded and promoted. Minimum requirements are in place, however, the children's home is not yet delivering good protection, help and care for children and young people.

A children's home that is **inadequate** is providing services where there are widespread or serious failures that create or leave children and young people being harmed or at risk of harm or result in children looked after not having their welfare safeguarded and promoted.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, young people and their families. In addition the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people who it is trying to help, protect and look after.

This 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 Children's Homes (England) Regulations 2015 and the *Guide to the children's homes regulations including the quality standards*.

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