

Children's homes - interim inspection

Inspection date	24/11/2015
Unique reference number	SC037986
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 Whitehouse
Inspector	Chris Peel

Inspection date	24/11/2015
Previous inspection judgement	Outstanding
Enforcement action since last inspection	None
This inspection	
<p>The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection</p> <p>This home was judged Outstanding at the full inspection. At this interim inspection Ofsted judge that it has improved effectiveness.</p> <p>The home was judged Outstanding in August 2015 with subsidiary judgements of Outstanding for 'how well children and young people are helped and protected' and Good for 'the impact and effectiveness of leaders and managers'. It is in the latter area that effectiveness has improved.</p> <p>The home's statement of purpose has been redrafted and now reflects practice within the home more accurately. A log to record measures of control or discipline has also been introduced. This includes guidance on the appropriate use of sanctions and the recording format ensures all mandatory information is requested. Thus, the two requirements made at the last inspection have been met.</p> <p>Recommendations made previously are being followed up in a way that demonstrates leaders and managers are striving for excellence in response to them: a completely new children's guide is being produced that includes information on how to contact the Office of the Children's Commissioner. The language and lay out of the mock up is very child friendly but it has yet to be presented to young people for their views and ideas.</p> <p>The manager of the home, together with senior managers, are developing a safeguarding policy that better encompasses the needs of children and young people with physical disabilities and learning difficulties. A recent report has been sourced to ensure current thinking and best practice is included both in a new policy for the whole borough and in one for the home.</p> <p>Practice in this area is sound: all workers, including administrative staff, were appropriately aware of child protection plans and cooperation with other agencies to monitor and improve the safety of a young person subject to one is high.</p> <p>There is substantial evidence to show the manager and staff have an ethos of continuous improvement. This includes a new poster about the 'key principles' of the home put up at the entrance. It is illustrated with photographs of and artwork by children and young people.</p> <p>A comprehensive workforce plan has been produce in which the manager has displayed attention to detail by including arrangements for the supervision of part-</p>	

time and regularly used bank staff in addition to a general policy.

The manager has purchased toys for the home with the aim of stimulating and interesting particular young people; as the new additions were being pointed out the manager named the individuals she had in mind when they were chosen. Two young people joined the shopping trip and helped make the decisions. In this way various children benefited from contributing to the life of the home and from an enhanced experience of play.

The condition of the garden has been improved through the work of volunteers, who also decorated one of the bedrooms. This has made the stays of children and young people who use these facilities more pleasurable experiences; during the inspection one young person was keen to be out on the climbing frame despite the cold and wet!

Further improvements are planned with the proposed purchase of a ceiling hoist to allow growing young people to safely transfer from and to wheelchairs in the lounge, a review of the complaints procedure and drawing up impact risk assessments for each day of the week so that decisions about allocation of places can more easily be made.

Currently the home relies on resource panel minutes that agree the appropriateness of referrals and placement plans drawn up prior to a first stay to evidence pre-admission assessments. However, neither directly addresses the decision to provide a service nor do they include an impact risk assessment. A recommendation has been made to improve this practice.

Records of staff recruitment do not show that gaps in employment history are investigated. Although those involved in interviewing could recall the reasons given regulations stipulate this is written down and so is the subject of a requirement.

During the investigation plenty of examples of very good practice were noted, including facilitating the education of a young person after a school was unable to continue his placement and before another could be found. Care plans, behaviour plans and risk assessments seen were detailed, comprehensive and up to date. Child in need meetings record progress made by young people against goals set and sometimes led families to adopt them too.

It was particularly pleasing to observe congratulations given to a young person making a successful transition from school transport after she had previously struggled, and also to see the effort and enthusiasm staff had in preparing the next cultural evening the home will hold.

Information about this children's home

This is a short-break unit which provides day care and residential short breaks for up to five children and young people with learning disabilities. It is owned and managed by Bracknell Forest Borough Council.

Other services operate from the same premises, including a Sleep Clinic and 'Out and About' that facilitates children and young people with learning difficulties to access community resources. These are not regulated by Ofsted.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
25/08/2015	CH - Full	Outstanding
03/02/2015	CH - Interim	sustained effectiveness
05/11/2014	CH - Full	Outstanding
10/03/2014	CH - Interim	Good Progress

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

Statutory Requirements

This section sets out the actions which must be taken so that the registered person/s meets the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the *Guide to the children's homes regulations including the quality standards*. The registered person(s) must comply with the given timescales.

Requirement	Due date
The registered person must recruit staff using recruitment procedures that includes obtaining full and satisfactory information in respect of each of the matters in Schedule 2. This includes a full employment history, together with a satisfactory explanation of any gaps in employment, in writing. (Regulation 32(1)(d))	31 Dec 2015

Recommendations

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

- The registered person should record their assessment that the home can respond effectively to a child's assessed needs and of the impact that the placement will have on the existing group of children. (Guide to Children's Homes Regulations 11.4, page 56)

What the inspection judgements mean

At the interim inspection 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

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 focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

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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