

Children's homes - interim inspection

Inspection date	25/02/2016
Unique reference number	SC068559
Type of inspection	Interim
Provision subtype	Children's home
Registered person	PJL Healthcare Limited
Registered person address	White House, Withyham, Hartfield, East Sussex, TN7 4BT

Responsible individual	Paul Sellars
Registered manager	Christopher Coleman
Inspector	Lucy Chapman

Inspection date	25/02/2016
Previous inspection judgement	Good
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 Good at the full inspection. At this interim inspection Ofsted judge that it has Improved effectiveness.</p> <p>The one requirement and four recommendations made at the previous inspection have been effectively actioned, bringing improvement to the home.</p> <p>Meticulous attention to fire safety ensures that fire drills are undertaken regularly and that all staff and young people are familiar with fire safety procedures. All staff receive fire safety training and a qualified fire marshal is on every shift. Careful management oversight of fire safety recording ensures that records are accurate and up to date.</p> <p>Enhanced staff recruitment practices result in marked improvement in the recruitment and retention of staff, and reduced reliance upon agency staff. The small number of agency staff used are regular staff who are receive in-house supervision and effective management oversight. Consistent staff who know young people well improve the care provision for young people.</p> <p>Improvements in safeguarding practice mean that online safety training now takes place with any young people who use the internet. Online safety training is customised to meet young people's individual needs, maximising its effectiveness.</p> <p>Improved safeguarding training for staff means that all staff have now undertake training to equip them to respond to any concerns in respect of child sexual exploitation and radicalisation. There have been no concerns regarding young people placed in respect of these issues.</p> <p>Good quality relationships between staff and young people were observed throughout the inspection. A member of staff said 'I think the relationship between staff and young people has always been one of our strong points, we pride ourselves in having a good staff team'. A local authority Social Worker said 'I feel that all staff meet young people's needs and their keyworkers are excellent'. A parent said 'I'm very pleased with the home and how he's doing there. The gauge is the young person, he is really happy'.</p>	

Young people are settled in their placements and are making good progress. Individualised strategies help them to understand the goals they are working towards and the progress they are making. A young person said 'when I first came here I used to kick off and hit staff, now I don't kick off. I have a reward chart and my reward is to go out to have a fizzy drink'. A Social Worker said 'she's making progress and is learning independence skills. She's listening to people; staff have the ability to engage with her at a level she understands'. Staff know, understand and respond to young people's individual needs, empowering young people to maximise their progress.

Behaviour management strategies within the home are effective. Sanctions are occasional, used only where they help young people to reflect and change. Restraint use is infrequent; where used recording is thorough, with effective management oversight including debrief with the staff and young person involved. Management oversight and review of physical intervention practice in the home ensures that such strategies meet young people's and staff needs. Improved physical intervention training for all staff is currently in process.

Safeguarding within the home is rigorous; all safeguarding concerns are effectively actioned and reported. There have been no incidents of young people missing since the previous inspection. Young people know how to complain; there have been no complaints made since the previous inspection.

The home environment is well maintained; an in-house maintenance team ensures that repairs are actioned promptly. A well-equipped environment including swimming pool, large garden and plentiful communal space provides young people with opportunities to undertake leisure activities according to their interests. Small-individualised houses provide personalised accommodation with a homely feel for young people in both short break and long-term placements.

Information about this children's home

The home is privately owned and is registered to provide care and accommodation for up to 16 children with learning disabilities. The home provides long term and short break placements.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/09/2015	Full	Good
25/02/2015	Interim	Sustained effectiveness
04/09/2014	Full	Outstanding
23/01/2014	Interim	Good progress

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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