

Children's homes - interim inspection

Inspection date	03/03/2016
Unique reference number	SC431803
Type of inspection	Interim
Provision subtype	Children's home
Registered person	SWAAY Child and Adolescent Services Limited
Registered person address	c/o, 591 London Road, SUTTON, Surrey, SM3 9AG

Responsible individual	Gerard Berry
Registered manager	Johanna Meertens
Inspector	James Harmon

Inspection date	03/03/2016
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 atmosphere within the home has been settled and calm since the last inspection. The young people are all making progress specifically related to their individual goals with support from the stable staff team. Unfortunately, the young people were not available during the inspection due to various commitments. In their absence, the manager and staff were able to highlight their daily lives.</p> <p>The staff remain focused on the care of the young people. The rapport they have established with the young people consists of respect, nurturing and trust with boundaries. Young people continue to have their views heard and acted upon when appropriate. During the inspection, it was noticed that a staff member requested to come in a few hours ahead of their shift to complete a care plan that was not due anytime soon. This is a specific example of how committed the staff are to their practice and the young people.</p> <p>The manager has acted upon all three recommendations pertaining to supervision of staff. All staff receive regular supervision that allows them to reflect on their practice and the needs of the young people. These discussions are documented and acknowledged by signatures, then safely stored within the home. This improvement in practice has ensured that staff are supported and fully understand what is expected of their roles.</p> <p>The improvements in supervision were evident as the manager was able to identify weaknesses in new members of staff practice. Probation periods were extended to ensure that positive development could occur. When not achieved, by joint agreement employment ended and exit interviews were conducted that evidenced the probationer agreed with the decision.</p> <p>Recent changes in staff practice will improve outcomes for young people. The staff have completed specialist training, adapting a new way of engaging with young people by acknowledging their feelings, this is reported to be going well. A new escalation policy has been developed providing a detailed process of obtaining outstanding documentation from the placing authorities. The manager ensures that</p>	

staff acknowledge and sign off team meetings minutes whether in attendance or not. The same applies with key working sessions for young people.

Every three weeks a core group of professionals from education, therapy and key staff meet to discuss the progress of the young people. These reviews allow their goals to be continuously monitored and adjusted if needed.

The care plans for young people consist of a main document and a child-friendly version reflecting their views. Young people make significant strides in key areas because of this excellent practice.

There is a robust process which assists management tracking when placement plans are due. Care plans are completed in anticipation of scheduled review dates, allowing time for management to add changes if necessary. The plan is then sent to the placing social workers well ahead of the local authorities looked after child review date.

There have been no new young people admitted to the home since the last inspection. One young person has successfully transitioned to another home within the organisation. The new placement reflects the significant strides he has made to become more independent. He has maintained consistent employment, obtained a driver's license and purchased a scooter with the money he saved. The young man continues to flourish and this outcome reflects very well on the work done here.

Safe care of the young people continues to be a priority of the staff. There have been no significant incidents of safeguarding that needed to be reported to the designated child protection officer.

Records indicate that young people have not gone missing, nor been subject to any serious risks to their safety and well-being. The manager failed to notify Ofsted of the outcome of a previous safeguarding notification. Management acknowledged the oversight.

There have been no consequences (sanctions) administered since the last inspection. The staff approach is to focus more on the reward scheme that appears to work better for the home and managing behaviours. This has proven popular with the young people based upon the rewards they can achieve and has motivated improved behaviour.

Risk assessments for the young people continue to be reviewed and updated accordingly. The young people continue to participate in age-appropriate activities individually and as a group. The staff are able to create opportunities for young people allowing them to engage in community activities that builds confidence and develops social skills.

Young people generally lead healthy lifestyles whilst living in the home. They do

not smoke nor use illicit drugs or alcohol. They routinely attend health appointments whilst actively following any recommendations made by health professionals.

A thorough plan of action is currently in place to assist those young people that have issues with their weight. The staff are undertaking work around healthy eating choices through food preparation. In addition, they have begun to cut down on the level of sugar young people intake daily.

Contact with significant others continues to be supported effectively by the staff. Young people benefit from the safe arrangements that allow them to spend time with those important to them. When a young person's care plan does not allow contact to take place due to identified risks they are provided with day, in which extra time can be spent with a member of staff, undertaking an activity so they do not feel left out.

The home is maintained to a very high standard. Several areas of home have been newly decorated improving the environment for young people. A bathroom has been retiled, the lounge updated with wallpaper and new furniture. The addition of a chill-out room upstairs provides a safe space for the young people to engage and socialise together within the home

Information about this children's home

The service is a four-bedded children's home registered for single sex occupancy and young people with emotional and behavioural difficulties. The home is owned and operated by a private organisation. The service specialises in the assessment and treatment of male adolescents who have experienced some form of abuse and have subsequently been involved in perpetrating abusive behaviour themselves.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/10/2015	CH - Full	Good
06/02/2015	CH - Interim	improved effectiveness
18/09/2014	CH - Full	Good
18/03/2014	CH - Interim	Good Progress

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

Statutory Requirements

This section sets out the actions that 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 notify HMCI and each relevant person without delay if a child protection enquiry involving a child concludes. (Regulation 40(4)(d)(ii))'	25/04/2016

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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