

Children's homes - interim inspection

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| Inspection date | 16/03/2016 |
| Unique reference number | SC066129 |
| Type of inspection | Interim |
| Provision subtype | Children's home |
| Registered person | Fairport Care Services Ltd |
| Registered person address | Lamanis House, Stone Street, Lympne, HYTHE, Kent, CT21 4JN |

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| Responsible individual | Philip Adams |
| Registered manager | Vanessa Dalton |
| Inspector | Suzy Lemmy |

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| Inspection date | 16/03/2016 |
| 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 Sustained effectiveness.</p> <p>The requirements and recommendations made at the last inspection have been met. There are risk assessments in place for the use of door alarms. Staff have removed one young person's door alarm as a result.</p> <p>Staff record restraints in more detail; however, some recordings do not describe the behaviour observed leading up to the use of the physical intervention. The effectiveness of de-escalation techniques, therefore, cannot be analysed. This reduces staff's ability to respond to identified triggers to prevent incidents from reoccurring.</p> <p>One young person is deemed at high risk if he leaves the home unsupervised. Staff physically intervene to protect him; however, this safety measure is not recorded in his care plan and risk assessment. Staff do not evidence that this measure is used for his own safety.</p> <p>The Registered Manager motivates staff to provide a consistent standard of care. The core staff team remain stable and committed. However, she and the deputy manager cover vacancies. In addition, there are pressures of staff and managers time because young people do not access full time education. The Registered Manager is not therefore able to ensure that team meetings occur regularly. A staff member said 'we get information but we need to input into discussions as a group, this is not affecting the young people, but makes information sharing more difficult'.</p> <p>Supervisions have not been in line with the organisation's supervision policy. Irregular supervision and appraisal processes mean that the ongoing development needs of the staff are not prioritised. A newly appointed senior team leader is receiving supervision training to address this shortfall.</p> <p>Staff are well trained in therapeutic practice, which is used in their daily work with young people and underpins the ethos of the home. Regular house meetings, which involve role-modelling expressions of emotion and conflict resolution, are</p> | |

effective. One young person is now able to manage her own emotions and other young people's behaviour better. Another young person is now able to self-regulate; this has led to a reduction in incidents of physical intervention from being a regular occurrence to very rare.

Good professional relationships between the home and partner agencies result in effective multi-disciplinary working to ensure the best possible care and experiences for the young people. Managers and staff work therapeutically with young people and their families to assess and inform care planning and interventions. A Social Worker said 'I can't fault them at all, they work very closely with us and there is good communication'. A parent reported 'my child is a different person since she has been at the home'; another parent said 'they are doing a marvellous job, I can only praise them'.

Staff work proactively to increase young people's school attendance and academic progress. Staff liaise with the local authority to identify appropriate schools. One young person is provided with a home tutor; he attended his first day at mainstream school this week and is being integrated slowly. Staff are working with the multi professional group to identify a suitable school for another young person; they support her part time attendance at her current school.

The staff team focus on young people's well-being and support them to make good progress. Staff supported one young person to apply for apprenticeships and gain part time employment. She reported, 'I don't have any worries about anything'. Other young people are now able to reflect on past experiences, something that they had struggled with previously, and are developing social skills helping them to engage with peers and adults.

Young people are kept safe by a staff team who demonstrate a good knowledge of safeguarding practice; for example, in the event of a young person leaving the home they follow them and remain in close contact. They do their utmost to locate them and report them to the police if they lose sight of them. Staff offer to collect young people when they want to return and welcome them back home. Social workers hold return interviews with young people, however, staff do not always obtain feedback, this means that they cannot assess the underlying reason for this behaviour.

Recruitment arrangements are robust. The vetting procedures ensure that only people who are safe to work with young people are appointed.

Training on child sexual exploitation and the Prevent agenda is effective in helping staff to recognise signs and risks. Staff have also had e-safety training. They are able to demonstrate an increased awareness of these issues. One staff member said 'the training has opened up conversations with young people; we are able to have discussions about how young people can keep themselves safe'. Staff discuss documentaries depicting the dangers of befriending strangers on the internet with young people to reinforce this message.

The Registered Manager is committed to managing a home that improves practice and continually evaluate the service. She has a good understanding of young people's needs and areas for improvement.

Information about this children's home

The children's home is a small therapeutic home for four young people with emotional and behavioural difficulties. It is a sole provider.

Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|-------------------------|
| 27/08/2015 | Full | Good |
| 23/03/2015 | Interim | Sustained effectiveness |
| 25/11/2014 | Full | Good |
| 25/03/2014 | Interim | Satisfactory 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 |
|---|------------|
| Restraint in relation to a child must be necessary and proportionate, if used to prevent a child absconding, records must be clear that this is to prevent harm to the child. (Regulation 20 (2)) | 30/04/2016 |
| The registered person must ensure that within 24 hours of the | 30/04/2016 |

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| use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes details of the child's behaviour leading to the use of the measure. (Regulation (35)(3)(a)(ii)) | |
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Recommendations

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

Ensure information provided by return interviews is used when assessing risks and putting arrangements in place to protect each child. They should ensure that they obtain feedback from the professional undertaking the return interview (The Guide to the Quality Standards, Page 45, paragraph 9.30).

Ensure those with leadership/and or management roles are able to deliver their responsibilities, in relation to supervisions and team meetings (The Guide to the Quality Standards, Page 52, paragraph 10.7).

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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