

Children's homes - interim inspection

Inspection date	24/03/2016
Unique reference number	SC052946
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Care 2 Share 2 Ltd
Registered person address	46 The Ridgeway, North Harrow, HARROW, Middlesex, HA2 7QN

Responsible individual	Mehnaaz Chaudhary
Registered manager	Mehnaaz Chaudhary
Inspector	Seka Graovac

Inspection date	24/03/2016
Previous inspection judgement	Good
Enforcement action since last inspection	None
This inspection	
The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection	
<p>This home was judged Good at the full inspection. At this interim inspection Ofsted judge that it has improved effectiveness.</p> <p>The leaders and managers took decisive and robust actions to resolve the weaknesses in the record keeping relating to the full inspection. They have achieved a more efficient keeping of the records. Such as those relating to admissions and discharges, medication, physical interventions, episodes of young people going missing or being absent without authority. In addition records relating to the use of bedroom-door alarms and the home's own gym have been improved. The efficient record-keeping demonstrates more consistently the home's good social care and safeguarding practice. The more comprehensive records have also contributed to the home's improved overall effectiveness.</p> <p>The leaders and managers have continued to develop their close partnership working with the local authorities and the police. The integrated response to the young people who go missing from care protects them effectively. Swift information sharing between the partner-agencies, coupled with the staff's non-judgemental attitudes, mean that the young people are more likely to talk about their experiences and their reasons for going missing. On the day of this inspection, an independent professional employed by the placing authority, came to speak to the young person after a period of missing. He stressed that the young people always talked positively about the home. They had good relationships with staff members and there were no indications that they were running away from the home. The home provides them with a feeling of safety and security.</p> <p>Staff members proactively support young people to maintain constructive and safe relationships with their families and friends. This helps them to develop resilience in managing better the difficult relationships and to recognise harmful ones. One young person has recently reinstated a contact with his mother and this went very well.</p> <p>The leaders and managers have also continued to develop further the good working relationship with the local CAMHS (Child and Adolescent Mental Health Service). A staff member with enhanced counselling skills takes a lead in helping young people to address any barriers to their engagement with the CAMHS.</p>	

The leaders, managers and staff members go out of their way to help young people to make positive changes in their lives. They actively advocate for young people. They support and enable young people to effectively access and engage in a range of the services.

An example of the provider's continued commitment to helping young people to achieve positive outcomes is the embedment of the education-coordinator's role. Having a professional that solely focuses on supporting and promoting young people's educational attainments is outstanding practice that has had an excellent impact: all young people are in full time education and are engaging in learning. This is a significant step in their lives with long-lasting positive consequences. The improved educational engagement is also an example of the home's improved overall effectiveness.

Staff have the right attitudes, competencies and skills to work effectively with young people with highly complex needs. Another example of the improved overall effectiveness of the service is the low number of significant incidents in the home and in the community. Relationships are based on trust and are used well alongside the excellent behaviour management strategies. These have enabled young people with histories of offending and highly challenging behaviours to develop better coping mechanisms and more constructive behaviours. The excellent planning and consistent care delivery effectively safeguard young people and promote their welfare.

The leaders, managers and staff members have continued to build on their skills, knowledge and professional competences. They have recently received training on extremism and have developed a policy on this and radicalisation. They have updated the home's location assessment and the individual young people's assessments to encompass this aspect of safeguarding young people and the service as the whole.

The staff have also recorded a more detailed life-story work with young people and created a log of 'grumbles'. These documents strengthen the young people's voice and identity. They also provide clear evidence base for robust monitoring and reflective learning. The leaders, managers and staff members have continued to drive the quality and the effectiveness of the service forward.

Information about this children's home

This privately owned home provides care and accommodation for five young people with emotional or behavioural difficulties. The registered person also manages the home. The company has another children's home and a range of other services for children and adults.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/10/2015	CH - Full	Good
30/03/2015	CH - Interim	Improved effectiveness
21/01/2015	CH - Full	Outstanding
26/02/2014	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
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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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