

## Children's homes – Interim inspection

<b>Inspection date</b>	<b>19/10/2016</b>
<b>Unique reference number</b>	<b>SC431807</b>
<b>Type of inspection</b>	<b>Interim</b>
<b>Provision subtype</b>	<b>Children's home</b>
<b>Registered provider</b>	<b>SWAAY Child and Adolescent Services Limited</b>
<b>Registered provider address</b>	<b>591 London Road, Sutton, Surrey SM3 9AG</b>

<b>Responsible individual</b>	<b>Gerard Berry</b>
<b>Registered manager</b>	<b>Andrew Roberts</b>
<b>Inspector</b>	<b>Chris Peel</b>

<b>Inspection date</b>	<b>19/10/2016</b>
<b>Previous inspection judgement</b>	<b>Improved effectiveness</b>
<b>Enforcement action since last inspection</b>	<b>None</b>
<b>This inspection</b>	
<p><b>The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection</b></p> <p>This home was judged <b>good</b> at the last full inspection. At this interim inspection Ofsted judge that it has <b>improved effectiveness</b>.</p> <p>The provider has been steadily improving its services and effectiveness over time. This includes integrating new models of work into current practice and training for staff to implement them. This is having a significant impact on how staff interact with young people. Evidence from this inspection indicates that the progress young people are making has improved significantly over the same period.</p> <p>Senior managers seek to identify examples of good practice and to implement them across their provision. The manager of this home has contributed to this process, including a revised placement plan that provides three key aims for young people to focus on, and the introduction of a process for ensuring that staff undertake critical tasks. The outcome has been greater engagement of young people with their plans, and exemplary standards of monitoring and practice,</p> <p>The manager has been pivotal in bringing about these improvements by setting a high bar for practice and by leading a team that aspires to meet them. He is constantly cultivating their understanding through such things as providing reading on matters like safeguarding and professional boundaries, and promoting a shared vision for the home. The team is highly motivated to meet the needs of young people and is successful in doing so.</p> <p>A parent's comment epitomises the approach of the manager and staff: 'They have been so brilliant – everything they said they would do they have done.'</p> <p>Recommendations set at the last inspection have been met in full. In particular, the manager has introduced a new section in case files to hold information about the support staff give to young people who move on from the home. Not only is the recording a model for best practice (containing planning meeting minutes, a chronology of events and actions, and key worker sessions that focus on the transition) but the practical and emotional support is delivered in practice. As a result, young people make a significant step in their lives as confidently as possible, knowing that it has been planned with great care.</p> <p>The process is mirrored by a well-documented admission procedure. There is more than one layer of scrutiny to ensure that children and young people coming to the</p>	

home are most likely to benefit from the service and will not adversely affect those already in placements. It includes visits by those referred and an impact risk assessment. A narrative report of this has recently been augmented by a tabulated analysis that evidences the factors considered and how they will be addressed.

A young person who has moved in since the last inspection is a significant distance from his family. The staff have done much to welcome him and help him to settle into the home, efforts that he has appreciated enough to produce a collage to thank them. The young person has already responded to encouragement to go to school and his attendance is far better than prior to admission. This is largely the result of an effective rewards system. It includes a major reward for all the young people in the home if every one of them achieves a particular target. They therefore encourage one another to do their best.

Other young people are also making remarkable progress with education. A dedicated member of staff supports them at college, and they are enjoying their courses and growing in confidence as well as knowledge. One said, 'College is really good, I'm learning new stuff I would not have known about, like contamination and how to cook certain foods. I bring everything I learn back here.' Indeed, the manager has given him responsibility (alongside staff) for the home's kitchen. The young man has designed notices, with facts about such things as cross-contamination and introduced a signing sheet for all staff and young people to sign to say that they have read an information folder.

Another young person has responsibility for the garden, which has been given a makeover and now features a patio eating area, new flower beds, a repainted shed and raised vegetable beds ready for a growing competition in the spring. Together with a member of staff, the young person is taking his skills in DIY to other homes too, where his efforts are much appreciated. As a result, his self-esteem is building significantly and he is taking his newfound confidence into other areas of his life, including therapy and education.

The home has an independent living programme, culminating in young people being on 'full budget', meaning that they purchase their own food for the week, prepare menus and cook their meals. They also gain laundry and cleaning skills, preparing them to move on at an appropriate time.

Young people are usually keen to remain at the home to complete their education and therapy. The manager has been proactive in supporting a young person to put the case for this to his placing authority when they were looking to move him before he felt ready. This included sourcing an advocate for the young person, giving him a voice in important decisions being made.

A structured therapy programme helps young people to address offending issues. Close liaison between home and therapy staff means that both assist young people to engage in what is a difficult process. One young person commented, 'The home has shown me how to manage my behaviour when something is not right and how to stop offending. The last therapy area is the hardest of the lot, but I'm benefiting

from it.'

The excellent work being done at the home means that no requirements or recommendations are being set following this inspection.

## Information about this children's home

The service accommodates up to four boys with emotional and behavioural difficulties.

The home is owned and operated by a private organisation that specialises in the assessment and treatment of male adolescents, using Playfulness, Acceptance, Curiosity and Empathy (known as PACE) principles, the 'Good Lives Model' and attachment theory.

The organisation also provides educational and therapeutic training.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/06/2016	Full	Good
04/01/2016	Interim	Improved effectiveness
03/06/2015	Full	Requires improvement
05/02/2015	Interim	Improved effectiveness

## **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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