

Children's homes – Interim inspection

Inspection date	01/02/2017
Unique reference number	SC036726
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Nottinghamshire County Council
Registered person address	Nottinghamshire County Council, County Hall, Loughborough Road, West Bridgford, Nottingham, NG2 7QP
Responsible individual	Vonny Senogles
Registered manager	Robin Taylor
Inspector	Judith Longden

Inspection date	01/02/2017
Previous inspection judgement	Improved effectiveness
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 outstanding at the last full inspection. At this interim inspection Ofsted judge that it has improved effectiveness.</p> <p>Staff and leaders not only continue to deliver a standard of service that is expected of an outstanding provision, but have also introduced a raft of improvements since the last inspection. These are already having a positive impact on the care provided and the progress of young people.</p> <p>There has been a complete overhaul of the home's documentation, including care plans and risk assessments, which affords simplicity while retaining detail. Each care plan provides clarity on how to achieve the young person's goals and objectives. Detailed and regular reviews indicate the progress that has been made towards these targets. Risk assessments specify how to prevent and reduce risks. Paper records are kept up to date along with the electronic versions; this meets the recommendation made at the last inspection. A new communication passport specifies the communication methods used by the young person. It also details the most effective strategies for working with the individual. This is useful not just for new staff, but for other adults who are introduced to the young people, such as social workers and medical professionals. This reworking of the documentation means that staff have a clear understanding of the care and support that the young people require.</p> <p>A detailed induction booklet for new staff has been implemented successfully. This enables new staff to undertake extensive reflection on and evaluation of their role, rather than a tick-box exercise, when they commence work at the home. The positive effect of this is evident from the quick settling-in period for new staff and the excellent relationships that they have already established with young people and with their colleagues.</p> <p>Young people now access a community-based youth club. This provides opportunities for young people to meet up with friends from school and to meet new people, which broadens their social networks and develops their interaction skills.</p> <p>Young people make excellent progress, especially in their communication,</p>	

developing their confidence, making choices, and improving their behaviour. For some, the support of staff in arranging and supervising contact means that young people get to see their families more. The role of staff in enabling progress and in the excellent care given to young people is recognised by parents and professionals. A parent commented that staff are, 'Constantly striving to improve his quality of life through new innovative ways of learning and challenging him.' One professional, talking of a key worker, stated: 'He epitomises what the representation of a corporate parent should look like.'

Staff work closely with a range of other professionals, including school staff. There is a sharing of strategies to help young people to achieve their objectives. This ensures that there is consistency in the development of young people's skills. For example, when a young person improved their eating skills due to the introduction of a specific plate and a particular type of cutlery, these implements were shared with the school so that the achievement was replicated.

Transitions into the home and from short breaks to the residential provision are well planned. Parents and young people have the opportunity to meet staff, have a tour of the provision and stay for tea. This helps them to get to know the staff and the other young people. The move from this service to adult services is also well planned and is assisted by the fact that staff identify the needs of young people at an early stage. The improved relationship with the transitions team and the regular communication that results from this ensure that young people receive as smooth a transition as possible.

The number of incidents of negative or risky behaviour has dramatically reduced since the last inspection. One physical intervention was used to prevent a young person from seriously injuring himself. The record of this incident was detailed and all of those involved were debriefed in order to ascertain what had been learned. Sanctions are rarely used. When they are used, they prove to be effective in helping the young person to understand the consequences of their behaviour.

Monitoring is highly effective. The progress of young people is recorded in monthly key-work reports that include displays of work, scrapbooks, and achievement folders. These records provide reams of evidence of young people's achievements. Regular visits by the independent visitor, the manager's review of the home and feedback from young people and parents enables the manager to identify the home's strengths and further areas for development.

Staff training continues to be of high quality. Staff who recently attended training in child resilience are preparing to disseminate their learning to the rest of the team. Regular team meetings provide a forum for sharing updated information on young people. This helps staff to care more effectively. In addition, meetings provide an opportunity for group development and team building.

The manager continues to investigate new initiatives, such as pet therapy. This shows a commitment to improving the lives and experiences of young people.

There are no shortfalls identified from this inspection.

Information about this children's home

This home is operated by the local authority. It provides a residential service for six young people, and a short-break service for six young people. All the young people have severe learning disabilities and challenging behaviours.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/09/2016	Full	Outstanding
17/03/2016	Interim	Improved effectiveness
18/11/2015	Full	Good
24/03/2015	Interim	Improved effectiveness
10/12/2014	Full	Adequate

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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