

Children's homes – Interim inspection

Inspection date	25/01/2017
Unique reference number	SC035352
Type of inspection	Interim
Provision subtype	Children's home
Registered manager	Timothy Morrison
Inspector	Cathey Moriarty

Inspection date	25/01/2017
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>Young people are making progress from their starting points and staff are aspirational for them. Staff develop positive relationships, they motivate young people to do well and reward and celebrate their achievements. Staff and managers have addressed the requirement and recommendations identified at the previous inspection.</p> <p>Since the last inspection staff have received training regarding motivating young people to do well. They have developed creative ideas and use a range of resources to suit each young person's needs.</p> <p>There are planned admissions to this home. The managers undertake an impact risk assessment, which considers the compatibility of the group and the appropriateness of the referral. The manager meets with the referring social worker and contacts other involved professionals. One young person is about to move into the home and the manager is prioritising ensuring that education provision is in place to ensure that the young person's needs are met from the start.</p> <p>One young person is moving into supported accommodation. He will be responsible for his own flat. However, he will receive some support from the accommodation provider and from his personal assistant. He has developed independence skills over the past year. The move is planned and is being supported by staff. The young person said that he is ready to leave and that he has had a good preparation, living in this home. He said: 'I can cook and do most things I need to do, the staff have done a good job, they are all decent people, and my key worker is the best.'</p> <p>There are reduced safeguarding concerns about young people. There are few missing incidents, and when there are, they are reported and procedures are robustly followed. Records are reviewed by a manager. Staff actively check with family and contacts and search for young people. Unauthorised absences are also reported and procedures followed. Young people are always spoken to about the absence or missing episode and risk assessments are updated.</p>	

If young people want to stay with friends and family these stays are always facilitated by staff, once safeguarding checks have been completed and with agreement from the case-responsible social workers. This home has a good track record of proactively supporting families' and friends' contact arrangements.

When there are concerns about young people being vulnerable to exploitation, robust risk assessments are in place, child protection procedures are followed and multi-agency preventative work is undertaken.

Staff complete key work (individual) sessions to address any safeguarding concerns. There have been sessions regarding the safe use of digital technology and raising awareness about the risks associated with it. There have been sessions individually and with the group about healthy relationships.

Since the last inspection, staff have referred child protection concerns to social workers and to police appropriately, and have notified Ofsted in a timely way. This means that any safeguarding concerns are responded to and are carefully monitored.

Staff have gathered up-to-date information about bullying to inform their revised policies and procedures. Managers and staff have reviewed the young person's welcome booklet and have updated it. It includes a clear statement about peer relationships, friendships and bullying. Managers and staff have reflected on recent experiences of the influence of one young person within the group. They have agreed that there is a need for clear advice to young people about relationships and friendships within the home from the start. This has been discussed in team meetings and in residents' meetings. Staff are consistently monitoring relationships within the home.

Most of the young people are participating in education and training, and one young person was in a temporary job that has recently ended. The staff have ensured that a personal education planning meeting was convened to support him to seek employment and training and remain motivated. Staff attend and contribute to education planning meetings for all young people and, when appropriate, support young people in meeting targets. One young person, who is very motivated about her choice of career for the future, was positive about the support she has received from staff to help her stay on track with her education.

There is detailed health information in records. Young people are encouraged to take responsibility for their health. There are regular health promotion sessions, to which a range of guests have been invited. Young people actively participate in these sessions. In this way, they have increased their awareness about how to stay healthy. Staff also follow up health concerns in key work sessions.

This home has a good record of supporting young people to develop independence skills. At the age of 16 years they are supported to budget with a weekly

allowance, and there is a preparation programme for young people who may go on to move into independent accommodation. The cook actively supports this programme and all young people speak positively about their learning to cook sessions. The staff have further developed the records of independence skills that young people maintain. These will provide evidence for young people when they do move on from this home. Young people have been consulted about the records and are very positive about using them.

Staff are supporting young people to make sensible, good choices. They have all been involved in some voluntary work over the Christmas holiday. One young person volunteers at a nearby stable to gain work experience, as she is interested in working with animals. Other young people are actively seeking part-time jobs and have successfully gained work experience. One young person has started driving lessons. They all have opportunities for outings and interests.

The manager is experienced, he has a social work degree and is currently undertaking a relevant qualification in leadership and management. Since the last inspection he has managed staff performance issues. Staff report that they receive regular supervision. The managers are further developing auditing mechanisms to ensure that good quality, timely supervision records are consistently completed.

A senior member of staff said: 'We are an experienced, diverse team. We have different strengths and are professionally curious, we want to learn more and have a positive impact, so that when children leave here, they have had a positive experience and go on to do well.'

Information about this children's home

This is a local authority children's home. It is registered to care for up to eight children and young people who have emotional and/or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/08/2016	Full	Good
23/03/2016	Interim	Sustained effectiveness
07/10/2015	Full	Good
05/03/2015	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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