

Children's homes – Interim inspection

Inspection date	23/02/2017
Unique reference number	SC429748
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	The Ryes College Limited
Responsible individual	James Fischer II
Registered manager	Vivienne Toms
Inspector	Trish Palmer

Inspection date	23/02/2017
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 judges that it has sustained effectiveness.</p> <p>The children have begun to make progress since the last inspection. They are encouraged and supported by the staff to attend activities in the community, and to build and maintain positive friendships. The children have built good relationships with a stable staff team that knows and understands their individual needs. The staff have been consistent in setting boundaries. There has been a decrease in unwanted behaviours from a child who had been causing much damage in the home.</p> <p>The manager has been in post since 2011, and has the qualifications and experience to run the home. The staff spoken to during the inspection said that they feel fully supported by her.</p> <p>One requirement and four recommendations were set at the last inspection. The requirement has not been met and will be repeated. Three recommendations have been met and one will be repeated.</p> <p>Two of the children continue to attend education at the organisation's school. The staff support and encourage them to attend. The school and the staff work closely together to support the children with their education. One child is currently out of education. He is due to move into semi-independence and has started to disengage from the home.</p> <p>One child recently moved from the home to a sister home nearby. His behaviour had started to deteriorate and he refused to attend education. He asked to move on so that he could have a fresh start. The staff supported this move after listening, and taking his wishes and feelings into account. He has since re-engaged with education and settled into the new home. The staff stay in contact with him and the manager has visited him on several occasions.</p> <p>There have been two admissions to the home. Transitions into the home are well managed. The manager visits the child and family before the move, and the child is supported to visit the home. The staff inform the children regarding any new admissions. This supports and prepares them for new children arriving.</p>	

The children's guide has not been amended to incorporate the day-to-day routine of the home.

The children engage in regular key-work sessions with the staff that cover a wide variety of topics. The children now sign and comment on these to show that they have understood and agreed with the actions. The manager also reads and signs each session.

The children attend regular children's meetings. The staff discuss issues at the home, such as behaviour, and the children use the meetings to plan activities and menus, and request things for the house. The manager comments on these and feeds back to the children. This shows that the staff listen to and act on the children's wishes and feelings.

The staff understand the importance of building positive memories of the children's time at the home. The staff complete a bound photo annual with pictures of the children on activities, birthday celebrations and special events. The children receive a keyring with their name and the date that they moved into the home. This is something that they can take into adulthood and helps to build positive memories.

The staff understand the importance of the children developing their independence skills. The children have individual independence targets, taking into account their age, understanding and ability. There is good evidence of key-work sessions covering a wide variety of independent living.

Since the last inspection, there has been one sanction, which was fair and proportionate. The staff use positive rewards to manage challenging behaviours and to support the children in feeling valued. This shows them that the staff recognise and value their achievements and positive behaviours. The children sign and comment on both sanctions and rewards. Positive rewards are also discussed in the children's meetings, which gives them extra meaning so that the staff and the children can recognise and celebrate these.

There has been one complaint since the last inspection. This was resolved within an appropriate timescale. The child commented that it had been resolved. There have been no incidents of the children going missing since the last inspection.

There have been some incidents of bullying. The staff record the incident regarding the bullying behaviour. However, it is not recorded that the staff speak to the victim to ensure that they are happy with the action taken and the outcome, in order to support the victim.

The children have individualised placement plans that support the staff to work with them effectively. The staff regularly review and amend these. The children have the opportunity to read and sign these to ensure that they understand and can engage with the plan.

The staff are now receiving more frequent supervision sessions. However, not all of the staff receive regular practice-related supervision.

The home has had a considerable amount of damage caused by a child since the last inspection. The staff have worked well with him to support him in looking at other ways that he can express himself. This has had a positive effect, and the child has since ceased causing as much damage. The staff are slowly adding more ornaments and pictures around the house and have started to redecorate, which is giving it a homely feel. The bathroom has been completely refurbished since the last inspection. The children have the opportunity to personalise and pick the decor of their bedrooms.

Information about this children's home

This is one of three children's homes run by a private organisation that also operates a school. Children can attend the school, which is located on the site of another children's home owned by the organisation. The home provides accommodation for up to four children who have emotional and behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
15/08/2016	Full	Good
13/08/2015	Full	Good
14/01/2015	Full	Good
07/08/2014	Interim	Sustained effectiveness

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 within the given timescales.

Requirement	Due date
The registered person must ensure that all employees receive practice-related supervision by a person with appropriate experience and have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33(4)(b)(c))	01/03/17

Recommendations

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

- Ensure that the children’s guide helps children to understand the day-to-day routines of the home. (‘Guide to the children’s homes regulations including the quality standards’, page 24, paragraph 4.22)
- The registered person should actively undertake scrutiny of the home and make best use of internal monitoring to ensure continuous improvement. (‘Guide to the children’s homes regulations including the quality standards’, page 55, paragraph 10.24.)

In particular, review the records of bullying to ensure that children are happy with the action taken and outcome.

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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