

Children's homes – Interim inspection

Inspection date	21/02/2017
Unique reference number	1185765
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	Horizon Care And Education Group Limited
Registered provider address	Venture House, Unit 12, Prospect Business Park, Longford Road, Cannock, WS11 0LG

Responsible individual	Alan Davies
Registered manager	Peter Guest
Inspector	Louise Whittle

Inspection date	21/02/2017
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 judges that it has sustained effectiveness.</p>	
<p>Young people experience a welcoming, comfortable and well-maintained home. They have trusting relationships with staff who are nurturing and supportive. Staff skilfully use humour to have fun with young people and make them feel included and comfortable. Enthusiastic staff take young people swimming and to the library and offer them the opportunities to join judo classes, youth and boxing clubs, and cadets. One young person is a talented artist and staff support him to engage in and enjoy his artwork. He plans to become a tattooist and staff are seeking work placements for him and encouraging him to achieve his goals. The family member of one young person said: 'He has been happy here and gets on with staff. He tells me that they take him to activities.' Staff listen to young people and engage them in the young people's meetings. They offer young people an independent advocate when they need additional help and support with issues. Highly trained staff work with young people to help them understand how to keep themselves safe. This includes key work sessions to address substance misuse, relationships, bullying behaviour, coping mechanisms and fire safety.</p> <p>Young people make progress in managing their own emotions and behaviour, engaging in activities, independence skills, family contact and moving successfully to other placements. Since the last inspection, dedicated staff have helped young people to move on to foster placements and independence, where they are settled and happy. Staff do all they can to encourage young people to attend school. Members of staff attend personal education plan meetings and are currently supporting one young person to access home tuition and to enhance his learning experience within the home.</p> <p>The manager is awaiting registration. He is new to the role and recognises his need for support and development. He is very child focused and has been effective in establishing and maintaining the boundaries and routines that young people need to feel stable and secure. He has responded positively to recommendations made by Ofsted at the last inspection and by the independent visitor, improving recording systems and ensuring that staff supervision is up to date. Staff training is relevant, constructive and up to date. The manager regularly reviews risk assessments and behaviour management plans to ensure that staff are effective at keeping young</p>	

people safe.

Staff work closely with a wide range of professionals, including the police, child and adolescent mental health services, in-house therapists, and education and medical professionals to improve the experiences and progress of young people. Family and professionals are positive about how the staff work with them. The grandmother of one young person said: 'The staff are brilliant; they keep in touch and keep me updated. They really care about him.'

There are some areas for improvement. One young person is exhibiting extremely hostile and aggressive behaviour towards a specific staff member. The very experienced and highly skilled staff member has followed advice from the in-house therapists about how to manage this situation, but it has not been successful. This situation is not supporting the young person's need to understand and develop positive relationships. It is also causing difficulties for other staff who rely on there being two members of staff to care for him safely.

The manager does not currently have a full staff team and is frequently reliant on agency staff. The provider needs to address this shortfall in order to improve the consistency of care for young people.

Information about this children's home

This privately owned children's home is registered to provide care for up to three young people who have emotional and/or behavioural difficulties. The home was registered in December 2015.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/05/2016	Full	Good

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
<p>13: The leadership and management standard In order to meet the leadership and management standard, the responsible person must:</p> <ul style="list-style-type: none"> (d) ensure that the home has sufficient staff to ensure care for each child. (e) ensure that the home’s workforce provides continuity of care to each child. 	<p>16/03/2017</p>
<p>11: The positive relationships standard In order to meet the positive relationships standard, the registered person must ensure that:</p> <ul style="list-style-type: none"> (1) the positive relationships standard is that children are helped to develop, and to benefit from, relationships based in: <ul style="list-style-type: none"> (a) mutual respect and trust; (b) an understanding about acceptable behaviour; and (c) positive responses to other children and adults. (2) In particular, the standard in paragraph (1) requires the registered person to ensure: <ul style="list-style-type: none"> (a) that staff: <ul style="list-style-type: none"> (ii) help each child to develop and practise skills to resolve conflicts positively and without harm to anyone. (b) that each child is encouraged to build and maintain positive relationships with others. 	<p>16/03/2017</p>

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 that 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 whom 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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