

Children's homes – Interim inspection

Inspection date	06/03/2017
Unique reference number	SC068559
Type of inspection	Interim
Provision subtype	Children's home
Registered person	PJL Healthcare Limited
Registered person address	White House, Withyham, Hartfield, East Sussex TN7 4BT
Responsible individual	Paul Sellars
Registered manager	Christopher Coleman
Inspector	Sarah Olliver

Inspection date	06/03/2017
Previous inspection judgement	Outstanding
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 full inspection. At this interim inspection, Ofsted judges that it has improved effectiveness.</p> <p>Sufficient action has been taken to meet the one requirement and one recommendation made at the previous inspection. Updates and changes to the statement of purpose are now being sent to Ofsted. When reasonable and practicable, the views and opinions of other professionals and young people are now being factored into staff's appraisals.</p> <p>Young people continue to make excellent progress. They are able to access a variety of new experiences in a bright and well-maintained environment. Staff are creative with the activities that they provide to the young people, to ensure that these activities centre on their individual needs. Consequently, the young people have opportunities to try new things in a safe and supportive way that promotes their progress and enhances their achievements.</p> <p>Staff have high aspirations for the young people who are achieving goals, which exceed previous expectations. Individualised care plans support the young people to increase their independence, for example, by the provision of specific equipment, which enables the young people to feed themselves. Staff commented that, prior to the young people coming to the home, previous carers felt that this level of independence was not achievable by them. The results of staff's high aspirations are evident in the young people exceeding their care plan targets.</p> <p>Staff ensure that young people's placement plans focus on managing and improving their behaviour and life skills. The resulting structured support provided by staff enables the young people to make improvements in their personal care, communication and diet. Young people make meaningful progress, develop appropriate behaviour and have their health and well-being improved.</p> <p>This family-centred home regularly invites parents, carers and siblings to its social events. Staff incorporate their own talents and interests into activities, such as art clubs, fashion shows and themed events. Some young people have produced creative art pieces, returning to the same piece of work several times to develop it. Young people benefit from experiencing a broad range of topics and themes in activity and hobby clubs.</p> <p>Young people have comprehensive care plans. Progress through the 'achievement arrow' inspires the young people to achieve their targets because they understand</p>	

them and can see their own progress. Risk assessment at times falls short of the steps that staff should take to manage assessed risks on a day-to-day basis. This means that staff do not always have clear directions to follow in response to risks.

Staff are excellent advocates for the young people; professionals have complimented this. One independent visitor said, '[Young person] is a very happy young lady and she is supported by a team of people who care hugely about her. She is surrounded by care staff that are always there to advocate for her needs in a way I have not seen before in my 10 years working in the care sector.'

Effective monitoring systems enable the manager to identify trends, which guide practice. An example of this is adaption to timetables made in order to support smoother transitions to education. The manager is also able to quickly identify shortfalls in staff performance and to address them through positive performance management. Consequently, managers support the staff team members to increase their skills.

The addition of an induction manager to the staff team has increased staff retention. Staff have given positive feedback, such as 'This induction has been amazing: the best I've had.' An online system is being introduced to monitor the progress of staff undertaking qualifications, such as the qualifications and credit framework (QCF) level 3 in childcare. The members of the senior management team have recently completed their level 5 qualifications. The home promotes professional development and has implemented effective systems to support staff's learning.

Information about this children's home

The home is privately owned and is registered to provide care and accommodation for up to 16 children who have learning disabilities. The home provides long-term and short-break placements.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/08/2016	Full	Outstanding
25/02/2016	Interim	Improved effectiveness
23/09/2015	Full	Good
25/02/2015	Interim	Sustained effectiveness

What does the children's home need to do to improve?

Recommendations

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

- **Managing risk**

9.5 Staff should continually and actively assess the risks to each child and the arrangement in place to protect them. Where there are safeguarding concerns for a child, their placement plan, agreed between the home and their placing authority, must include details of the steps that the home will take to manage any assessed risks on a day-to-day basis.

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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