

# 1183911

Registered provider: Young Foundations Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is operated by a private provider. It provides care for children and young people who are on the autistic spectrum, and who have complex learning difficulties and/or challenging behaviour. This home can accommodate up to 12 children or young people.

**Inspection dates:** 22 to 23 August 2017

<b>Overall experiences and progress of children and young people, taking into account</b>	<b>Good</b>
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How well children and young people are helped and protected	Good
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The effectiveness of leaders and managers	Good
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**Date of last inspection:** 27 September 2016

**Overall judgement at last inspection:** requires improvement

**Enforcement action since last inspection:** None

## Key findings from this inspection

This children's home is good because:

- Young people benefit from a complete package of integrated care, which includes education and specialist health support. As a result, they make good progress in all areas of their development.
- Young people enjoy a range of activities that improve their social skills and self-confidence.

- Diversity is celebrated. As a result, young people's identity develops along with their self-confidence.
- Young people feel safe.
- Young people's care is individualised to meet their complex needs. Consequently, anxiety reduces and their behaviour improves.
- The manager is dedicated to continuously improving the care for young people.
- The staff team feel valued and are well supported by management.
- The registered manager, responsible individual and a range of specialist professionals work closely together to make sure that they are meeting every aspect of young people's needs.

### **The children's home's areas for development:**

- The service needs to develop and embed the use of alternative communications systems, such as sign language and the use of symbols.

## **Recent inspection history**

<b>Inspection date</b>	<b>Inspection type</b>	<b>Inspection judgement</b>
27/09/2016	Full	Requires improvement
09/08/2016	Full	Inadequate

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

### Recommendations

- Children who cannot or choose not to verbalise, have the right to have their views, wishes and feelings heard and respected in the same way as other children. ('Guide to the children's homes regulations including the quality standards', page 24, paragraph 4.24) With particular reference to ensuring that all staff receive training in alternative methods of communication, such as sign language and the use of symbols. This is to ensure that the use of these methods is fully understood and embedded in practice.

### Inspection judgements

#### Overall experiences and progress of children and young people: good

The young people benefit from individualised care. As a result, they make good progress in all areas of their development. One social worker commented: 'We have seen loads of progress in every area of development in the last year, especially with personal hygiene and self-confidence.'

The young people enjoy close relationships with staff, who understand their complex needs. Consequently, young people feel comfortable in the care of staff and some start to speak for the first time. This helps the young people to develop self-confidence and they start to build a sense of identity.

The young people make good educational progress. Some of the young people who have been out of school for significant periods of time have successfully transitioned back into education. Others successfully gain a place on college courses. This helps them to prepare well for adulthood and improves their life chances.

The young people's health improves because they learn the importance of eating healthily and they benefit from opportunities to undertake physical activity. The young people who were reluctant to join in physical activities start to participate in sports days, swimming and trips to the local gym. This helps the young people to understand the importance of physical exercise and they achieve a healthier body weight.

The young people receive bespoke support from a range of specialist professionals, such as doctors, psychologists and psychiatrists. As a result, the young people's emotional health improves. Staff liaise closely with specialist health professionals to manage individual complex physical and mental health needs. Consequently, some young people's medication has stopped and for others it has reduced. This improves the young people's quality of life.

Staff are strong advocates for the young people. They make sure that young people's choices are at the centre of their care planning and daily running of the home. However, not all staff have had training in the use alternative methods of communication, such as

sign language and symbols. This potentially limits opportunities for some young people to communicate their views.

### **How well children and young people are helped and protected: good**

Staff members' in-depth knowledge of the young people enables them to identify potential risks and manage situations positively. This keeps the young people safe while enabling them to enjoy as many activities as possible.

The young people do not go missing from this home. Should any young person go missing, staff have clear plans to follow, which involve immediate action to find the young person. Staff demonstrate an understanding of the wider risks that the young people could face, such as child sexual exploitation and radicalisation. This enables the staff to spot signs that the young people may be at risk.

Structured routines and individualised specialist support help to reduce the young people's anxiety. As a result, outbursts of challenging behaviour decline and the young people start to engage in positive activities for the first time. There is a consistent focus on positive intervention and proactive behaviour management techniques. Physical intervention is a last resort.

The young people enjoy relationships with key workers. Individualised approaches, such as the 'helping hand' and 'my balloon', provide individuals with pictures of staff who can help the young people if they are upset. This helps the young people to feel safe.

### **The effectiveness of leaders and managers: good**

The manager was registered in June 2017. He is dedicated to providing individualised care that meets the very complex needs of each young person living in the home. He has successfully made positive improvements to the quality of care provided to the young people. He knows the strengths of the service and he is able to identify areas that he wishes to continue to develop.

The manager's new monitoring system provides good oversight of the young people's progress and staff practice. He works closely with the responsible individual and a range of professionals, such as a psychologist, psychiatrist and a clinician. They form a strong team, which continuously reviews the young people's care. They make changes where necessary to ensure that individuals are making progress and they are meeting their specific targets.

Staff are confident in the registered manager and senior management team. Consequently, they are embracing change and they are happy in their work. One member of staff commented: 'I like working here now. I smile coming in to work. I know we will be supported.'

The manager builds positive relationships with all professionals involved in the young people's lives. This ensures that the young people receive good support, which meets

their needs. He challenges others to make sure that the young people are receiving the care they deserve.

The manager is keen to ensure that young people's views are at the centre of care practice. He promotes the young people's participation in the running of the home. For example, he is currently using the young people's artwork as a focal point of decoration. This is celebrating the young people's achievement, helping them to feel a sense of value and belonging.

This home is operating within its statement of purpose. It is delivering good care. It is providing the young people with a complete service, which includes education, health and clinical support.

## **Information about this inspection**

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the difference made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and 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.

Using the 'Social care common inspection framework', this inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, 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'.

## Children's home details

**Unique reference number:** 1183911

**Provision sub-type:** Residential special school

**Registered provider:** Young Foundations Limited

**Registered provider address:** Head Office, Suite 1, 2nd Floor, Southwood House, Greenwood Business Centre, Regent Road, Salford M5 4QH

**Responsible individual:** Niall Kelly

**Registered manager:** David Higgins

## Inspector

Jamie Richardson, social care inspector

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