

SC040500

Registered provider: Salford City Council

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

The children's home can accommodate up to 27 young people, aged between 10 and 17 years. These are young people who have received a custodial sentence and are placed at this home by the Youth Custody Service. Education is provided on-site.

Inspection date: 23 January 2018

Judgement at last inspection: outstanding

Date of last inspection: 11 July 2017

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

This home was judged outstanding at the last full inspection.
At the interim inspection, Ofsted judges that it has sustained effectiveness.

Young people continue to make strong progress while at the home. The new electronic care management process has been embraced well by the staff, with increased information being available for the young people on admission. Young people are positive about the staff team, with one stating that, 'The staff have been brilliant for me. They help me. I can trust them.' The staff continue to develop their range of intervention programmes to examine young people's behaviours, with 'Lego therapy' helping them engage with staff productively.

Young people are positive about improvements they have made while at the home,

including their educational development, stating their confidence in achieving GCSEs. The recommendation at the last inspection relating to education has not been examined at this inspection and is to be assessed at the next full inspection. A new initiative of a youth club has been well attended, and feedback from young people is consistently positive. This is open to all young people and despite some concerns about young people mixing, no issues have been raised during this period.

Staff work well with social workers who require guidance regarding the resettlement of young people within the community. Staff advocate strongly for the young people to support this transition, and have worked in partnership with placing authorities and their health teams to make sure that young people are sufficiently supported when they leave the home. Young people who are experiencing the 'step up' unit are positive about the progress they have made in preparation for leaving. One said, 'I have developed my independence skills, such as shopping, cooking and ironing my shirts.'

The management team has responded to previous recommendations and requirements well. Young people are no longer expected to go to their rooms on a regular basis at the end of the education day to settle and get changed. The senior team has examined the use of single separation throughout the home, to understand the differing reasons for its use. Regular reviews are effective in the justification of initial separations, but some records require additional information to fully show why continuing separation may be necessary.

The independent visitor completes detailed reports relating to her visits to the home. The scheduling of visits has changed, with more time now being spent in the evening to allow her to capture the views of the young people, parents and professionals. If young people are not able to be spoken to, the visitor makes sure that an additional visit is undertaken, dedicated to this area. This shows the importance that the visitor places on gaining feedback about the care given.

A medication error was highlighted at the last inspection. Two subsequent notifications had been received relating to medication. The home has responded robustly to this issue, with all staff involved with administering medication completing additional training, a new assessment programme and increased regularity in auditing administration processes. No further errors have occurred.

Improvements have been made in the recruitment of full-time staff, with an increase in the verification of why staff have left previous positions that involved working with children or vulnerable adults. This was an area needing improvement at the last inspection. The management models good practice in involving young people in the recruitment process. Young people's interview notes show that they make a meaningful contribution to the process. However, there is insufficient recruitment information within some agency staff files. The lack of robust risk assessments when concerns have been raised through criminal record checks do not fully support the young people's well-being. Additional information held by the staffing agency may be in place, but this has not been sought by the management team to ensure young people's safety.

The management team uses a wide range of monitoring tools to examine the way that the home works and to support positive outcomes for young people. For example, a recent examination of activities showed that on average young people spend over three hours each day involved with activities that are not education related. The staff team is continually looking at ways that young people can develop further while at the home.

Staff use a good range of behavioural management practices to decrease the need for restraints or sanctions. As a result, the level of restraint is very low compared to similar services, with only nine restraints in the past eight months. All restraints are assessed by the management team and the designated officer for safeguarding, including examination of CCTV of each event, to ensure that young people are kept safe. Although records of the actual restraint were seen to be appropriate, there was insufficient clarity regarding the lead-up to some restraints. This does not help staff to examine improvements in responding to some young people.

The management team is aware of the need to send notifications to a range of professionals following a significant event. All notifications received since the last inspection have been further examined as a safeguarding issue, and responded to by the local authority. This helps to ensure the ongoing safety of the young people.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/07/2017	Full	Outstanding
08/11/2016	Interim	Improved effectiveness
17/05/2016	Full	Outstanding
08/12/2015	Interim	Improved effectiveness

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

Statutory requirement

This section sets out the actions that the registered person(s) must take to meet 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 within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes details of the child's behaviour leading to the use of the measure.	02/02/2018

Recommendations

- The registered person is responsible for maintaining good employment practice. They must ensure that recruitment, supervision and performance management of staff safeguards children and minimises potential risks to them. ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 13.1) This is in relation to assessing risks relating to agency staff.
- The ethos of the home should support each child to learn. ('Guide to the children's homes regulations including the quality standards', page 29, paragraph 5.18) In particular, ensure that planning for PHSE lessons takes into account the needs of learners and that activities are sufficiently stimulating to motivate and interest them.

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 differences 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.

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.

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: SC040500

Provision sub-type: Secure unit

Registered provider address: Civic Centre, Chorley Road, Swinton, Manchester M27 5DA

Responsible individual: Michael Kelly

Registered manager: Michael Lowry MBE

Inspectors

Andrew Hewston, social care inspector
Graham Robinson, social care inspector

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