

1216505

Registered provider: Hennessy Living Group Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is registered to accommodate up to five children, including two under short-break arrangements, who have physical disabilities and/or learning disabilities. It is operated by a private company.

Inspection date: 22 January 2018

Judgement at last inspection: good

Date of last inspection: 5 September 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 good at the last full inspection.
At the interim inspection, Ofsted judges that it has sustained effectiveness.

Children and young people are supported to develop quickly an understanding of boundaries and routines within the home. This enables each individual to progress in the management of their own behaviour. Consistency of approach is provided by a staff team that is nurturing and responsive to the physical and learning needs of each child and young person. A professional stated, 'With the support from staff, they have pushed him by placing consistent boundaries in place; he really knows now what he has to do. Routines are so good.' Compliments have been received from professionals, with one stating, '[Name]'s presentation, self-care skills and self-confidence have grown immeasurably since being placed at the home and she [child] is happy.' The well-being of children and young people is at the centre of practice.

There has been significant recruitment since the last inspection, which is supporting and enhancing the safe care of children and young people. Staffing ratios are good and children's and young people's individual needs are being met. The home is a busy environment, but staff know their roles and responsibilities and support each other well. Many staff are being supported through their induction and as a result are undergoing relevant training specific to the needs of the children and young people placed. A number of staff attended an 'attachment-focused workshop', alongside a clinical psychologist, community nurse practitioner and an assistant psychologist. This helps the team to understand the needs of the children and young people in their care better, promoting good care planning. Two of the new staff are assistant psychologists who also work as support workers within the team. They promote a greater understanding of behaviours on a daily basis within the home and better opportunities for reflection for the team, enhancing better outcomes for children and young people.

Although the current acting manager is stepping down, he has excellent relationships with the children and young people and is respected by the staff team. His knowledge will be of great support to the already identified manager taking over. The children and young people will continue to be supported by what is now a stable and skilled workforce whose members are developing daily positive relationships with the children and young people, enhancing a feeling of self-worth and respect for each other through praise and genuine care. A member of staff said, 'I love my job, the people who I work with and all the hard work that has been put in place with the children makes a difference and is really worthwhile.'

The home has been working together with relevant local authorities responsible for the placing of children and young people who live there. The company and management team are continuing to improve on not only staffing issues but communication. This partnership working has led to positive steps and a willingness to engage has been observed on inspection. Additionally, the independent visitor provides a thorough assessment of the home's performance and challenges the manager in respect of any shortfalls that he finds. This is essential in enabling the home to improve and plan in respect of developments. The manager has taken positive steps with the management and auditing systems. Records are maintained in both paper and electronic format, but this process still has shortfalls when people with a legitimate requirement to view cannot due to teething problems. This impacts upon critical analysis by external agencies and thus, outcomes are impaired when evaluating young people's progress.

The management team, through supervision and team meetings, strives to improve practice and identify areas for further improvement work. Although the management team is not as thorough as it could be by the omission of actions or timescales. Responsibility and accountability are impacted upon by not being able to positively review in a timely manner and assess the home's/an individual's performance. Potentially, this could impact upon children's and young people's needs being met and cause delays in tracking progress.

The home has successfully met the recommendations made at the last inspection and has made huge steps in cementing a staff team that is now consistently meeting the

children's and young people's needs. The reduction in negative behaviours is improving outcomes for them by being at this home. However, there are shortfalls in the evaluation and analysis of episodes of going missing and, although occurrences are rare, learning opportunities are missed which would improve safeguarding arrangements for children and young people.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/09/2017	Full	Good
09/02/2017	Interim	Improved effectiveness
08/11/2016	Full	Requires improvement

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

Recommendations

- Some records may be kept electronically (regulation 38) provided that this information can be easily accessed by anyone with a legitimate need to view it and, if required, be reproduced in a legible form. ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 14.2.) In particular, reviewing and monitoring completed by external agencies.
- Records must be kept detailing all individual incidents when children go missing from the home (regulation 36 (schedule 3(14))). In particular, evaluation of missing incidents, specifically children's motivations and triggers, should be undertaken to identify any gaps in training, skills or knowledge for staff or to record and retain evidence of what worked well. ('Guide to the children's homes regulations including the quality standards', page 46, paragraph 9.31.)
- It is good practice for a note of the content and/or outcomes of supervision sessions to be kept and to ensure that both the person giving the supervision and the staff member have a copy of the record. ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 13.4.) In particular, ensure that actions are highlighted and timescales for completion are recorded, promoting accountability and performance management.

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: 1216505

Provision sub-type: Children's home

Registered provider: Hennessy Living Group Limited

Registered provider address: Helme Hall, Helme Lane, Holmfirth HD9 5RL

Responsible individual: Christopher Goundry

Registered manager: Post vacant

Inspector

Michael Dack, social care inspector

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