

1228919

Registered provider: Anderida Adolescent Care

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private company. Its statement of purpose states that it will provide a safe and nurturing environment where children can learn to reflect on their life's challenges and start to move on from past trauma while learning the independence and self-care skills required for adulthood. It is registered to provide care and accommodation for up to two children.

The manager was registered with Ofsted on 18 October 2017.

Inspection dates: 10 to 11 July 2018

Overall experiences and progress of children and young people, taking into account	outstanding
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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	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 3 August 2017

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/08/2017	Full	Good
09/02/2017	Interim	Sustained effectiveness
31/08/2016	Full	Good

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

Recommendations

- Staff should continually and actively assess the risks to each child and the arrangements in place to protect them. ('Guide to the children's homes regulations including the quality standards', page 42, paragraph 9.5)
In particular, ensure that risk assessments are reviewed following significant incidents.

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Staff have successfully created a stable, calm and safe home where young people are able to develop and regulate their emotions. Through nurturing care, tailored to each young person's specific needs, young people develop trust in the staff and respond to their help and support.

Staff are committed to supporting young people's education. They show their determination for young people to succeed to the extent that they start their working day two hours early to take a young person to college a significant distance away from the home. Consequently, young people, who prior to living at the home had very poor education experiences, have excellent attendance and are achieving. Young people are moving on to vocational college courses in their chosen areas.

Young people's increased self-confidence, ability to manage their emotions and resilience is having a positive effect on all aspects of their lives. One young person has recently been on a trip abroad with staff to visit family. Another young person is shortly to go on holiday abroad. These are examples of the significant progress and considerable achievements that young people have made.

Professionals from other agencies comment positively on the support provided by staff, how young people are increasingly settled at the home and how the needs of young people are at the forefront of practice at the home.

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

Staff have a clear understanding of young people's needs. Detailed and individualised plans guide staff to protect young people and help them develop. Knowing the young people so well, staff are aware of the risks associated with each young person's behaviour and they implement supportive and protective measures. Careful thought and consideration of risk management enables staff to reduce the risk of harm. However, risk assessments are not always reviewed following a significant incident.

Young people are showing a marked improvement in their behaviour, which previously placed them at risk of harm. Young people who were frequently going missing and displaying violent and aggressive behaviour before moving to the home are now not demonstrating this behaviour.

Staff help young people to understand how to keep themselves safe. They recognise that young people need to take appropriate risks as they develop decision-making skills and develop their independence.

Warm and trusting relationships are at the heart of the staff's practice. Staff are responsive and consistent in their support. The use of physical intervention to manage young people's behaviour is rare. Staff are skilled in using a therapeutic approach to help young people manage their emotions. Young people are increasingly using helpful measures to manage their behaviours.

Incidents of young people being missing from the home are infrequent. If this does happen, staff respond effectively, applying agreed procedures promptly to protect them. Individual key-work sessions provide targeted support to help young people keep themselves safe.

The effectiveness of leaders and managers: outstanding

The registered manager knows the young people extremely well. She leads by example and confidently models excellent relationships with young people. She is passionate and aspirational in leading the staff team to support the young people to develop and improve their behaviour and achieve their full potential.

The staff team appreciates the support that they receive from managers which, alongside wide-ranging training and effective regular supervision, enables them to provide high-quality care to meet the young people's complex needs. This support and guidance is further strengthened by group supervision for the staff team led by a consultant clinical psychologist and a cognitive behaviour therapist. Staff have opportunities to analyse the young people's behaviour, consider their own emotional responses and explore strategies which promote the young people's development effectively.

The registered manager and the staff work constructively with other professionals. The manager has advocated with determination to obtain the agreement of other professionals to take young people abroad for a holiday or to visit a family member. Young people benefit from the positive and effective work by the manager and staff with their families.

Monitoring of the home is rigorous. Thorough and detailed monthly reports from an external visitor with comprehensive internal monitoring, drive continuous improvement. The staff team aspires to develop and improve their practice to help young people

achieve the best outcomes.

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.

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: 1228919

Provision sub-type: Children's home

Registered provider: Anderida Adolescent Care

Registered provider address: 6a Neville Road, Eastbourne, East Sussex BN22 8HR

Responsible individual: Erica Castle

Registered manager: Emma-Louise Parslow

Inspector

Jan Hunnam, social care inspector

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