

# 1185828

Registered provider: Next Stage 4 Life

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is operated by a small private company. It is registered to provide care and accommodation for up to four young people who have emotional and/or behavioural difficulties and learning disabilities.

**Inspection dates:** 23 to 24 July 2018

**Overall experiences and progress of children and young people, taking into account** **good**

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

The effectiveness of leaders and managers **requires improvement to be good**

The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** 10 July 2017

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

Inspection date	Inspection type	Inspection judgement
10/07/2017	Full	Good
13/03/2017	Interim	Sustained effectiveness
13/12/2016	Full	Good

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

### Statutory requirements

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
<p>The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential; and promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose;</p> <p>ensure that staff work as a team where appropriate;</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</p> <p>ensure that the home has sufficient staff to provide care for each child;</p> <p>ensure that the home's workforce provides continuity of care to each child. (Regulation 13(1)(a)(b)(2)(a)(b)(c)(d)(e))</p>	<p>17/08/2018</p>

### Recommendations

- If no education place is identified by the placing authority, the registered person must challenge them to meet the child's needs. ('Guide to the children's homes regulations including the quality standards', page 28, paragraph 5.15)
- Ensure that staff have the relevant knowledge to be able to respond to the health needs of children. ('Guide to the children's homes regulations including the quality standards', page 34, paragraph 7.12)
- A record of supervision should be kept for staff, including the manager. The record should provide evidence that supervision is being delivered in line with

regulation 33(4)(b). ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 13.3)

## **Inspection judgements**

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

Young people have lived in the home for a number of years. They continue to make good progress because of the stability provided and the nurturing care they receive. Young people are growing in confidence and learning to manage their own behaviour very well.

Young people's health needs are generally well met. They are registered with appropriate healthcare services and attend their appointments. Young people have regular direct therapy with trained professionals to meet their needs. However, detailed information in relation to one young person's medical condition, such as the symptoms to be monitored, are not contained in their health plan.

Staff are ambitious for young people and support them to do well in education. Where young people have been excluded from school, staff advocate for their return to full-time education. Structured activities and private tuition have been secured. Despite the efforts of the staff, an education placement has yet to be identified by the placing authority.

Young people enjoy a range of activities of their choice. These include go-kart racing with friends, trampoline club and helping at a farm. As a result, young people make friends, keep fit and gain a sense of achievement, while having fun.

Effective consultation is regularly undertaken with young people to ensure that they have opportunities to voice their views and opinions. This is a key strength of the home.

Staff promote positive contact between young people and their families. Consequently, young people increasingly enjoy the time that they spend at home with their families and friends.

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

Young people feel safe and protected. High staffing ratios and detailed and regularly reviewed assessments minimise the risks that young people may be vulnerable to. Incidents of young people going missing from care have reduced. In the last 12 months there have been 10 missing incidents. Protocols with partner agencies are effective in ensuring that young people return home safely.

Young people's behaviour has improved significantly since coming to live in the home. The use of physical interventions is rare. Appropriate sanctions are used. The manager has recently put in place a guide for staff to help them to promote more positive

consequences for young people.

Staff work well with young people on an individual basis. They support the young people to make informed decisions that help them to reduce risk-taking behaviours. For example, young people engage in meaningful key-work sessions with staff and this helps them to learn how to keep themselves safe.

Safer recruitment practice helps to safeguard against unsafe adults working in the home. Checks with the Disclosure and Barring Service and obtaining references from previous employers are part of this process.

### **The effectiveness of leaders and managers: requires improvement to be good**

Since the last inspection, the registered manager who was in post has now left the home. A new manager is in post. She is suitably qualified and has a wealth of experience in working with young people who have experienced trauma. She is supported by a deputy manager.

Staff turnover has been high since the last inspection. However, core staff members have remained working here, and have provided a consistent level of care for young people. The members of the newly formed staff team are working well together and building positive relationships with young people.

External monitoring is good. The independent visitor attends monthly and raises actions for improvement. A quality of care review has been completed to inform and develop the standard of care provided.

The staff have built effective relationships with partner agencies and with young people's families. This helps to promote positive outcomes for young people. A family member commented, 'I am happy, they are good, especially the old staff; there has been a change of staff, but they are also doing a good job.'

The staff have regular team meetings and training. However, supervision for staff on probation has not been completed fortnightly in line with the company's policy. This does not ensure that care practice meets the standards expected in the home's statement of purpose.

The home environment is warm and comfortable. The dining area and games room provides a warm, child-friendly space in which staff and young people can eat and socialise. There is a private garden where young people can enjoy spending time relaxing.

## 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:** 1185828

**Provision sub-type:** Children's home

**Registered provider:** Next Stage 4 Life

**Registered provider address:** Next Stage, Comtech House, 28 Manchester Road, Westhoughton, Bolton, Lancashire BL5 3QJ

**Responsible individual:** Jeremy Alston

**Registered manager:** Suzanne Grocott-Waters

## Inspector

Caroline Jones: social care inspector

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