

SC429748

Registered provider: The Ryes College Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned by a private company. It provides care for up to four children who have a complex combination of needs. The organisation also provides education.

The manager has been registered with Ofsted since April 2011.

Inspection dates: 29 to 30 August 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 good

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

Date of last inspection: 19 December 2017

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/12/2017	Full	Good
23/02/2017	Interim	Sustained effectiveness
15/08/2016	Full	Good
22/03/2016	Interim	Sustained effectiveness

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>For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained—</p> <p>the Level 3 Diploma for Residential Childcare (England) (“the Level 3 Diploma”); or</p> <p>a qualification which the registered person considers to be equivalent to the Level 3 Diploma.</p> <p>The relevant date is—</p> <p>in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home; or</p> <p>in the case of an individual who was working in a care role in a home on 1st April 2014, 1st April 2016.</p> <p>The registered person may defer the relevant date if the individual—</p> <p>does not work, or has not worked, in a care role in a home for a prolonged period; or</p> <p>works, or has worked, in a care role in a home on a part-time basis. (Regulation 32 (4)(a)(b)(5)(a)(b)(6)(a)(b))</p>	<p>31/12/2018</p>
<p>The registered person must ensure that all employees—</p> <p>undertake appropriate continuing professional development;</p> <p>receive practice-related supervision by a person with appropriate experience; and</p> <p>have their performance and fitness to perform their roles</p>	<p>24/09/2018</p>

appraised at least once every year. (Regulation 33 (4)(a)(b)(c))	
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Recommendations

- When a child returns to the home after being missing from care or away from the home without permission, the responsible local authority must provide an opportunity for the child to have an independent return home interview. Homes should take account of information provided by such interviews when assessing risks and putting arrangements in place to protect each child. ('Guide to the children's homes regulations including the quality standards', page 45, paragraph 9.30)

Inspection judgements

Overall experiences and progress of children and young people: good

Children have made good progress socially, emotionally and educationally. The staff work well with other professionals to achieve this. Children have built strong trusting relationships with a consistent and motivated staff team that knows and understands the children's individual needs.

Children have progressed academically. Staff proactively support children to attend school; attendance levels are high. Staff support children with revision and attending exams. Children spoken to were able to recognise their educational achievements since moving to the home.

Individual placement plans support the staff to work with the children effectively. These plans are regularly reviewed and amended when needed. Children write 'My placement plan' with staff. This work gives children the opportunity to have their views, wishes and feelings recorded.

Children experience positive transitions both in and out of the home. Two children have left the home since the last inspection and have successfully returned home. Another child is due to leave to move into semi-independent living. The manager keeps the children updated about new admissions.

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

Children said that they feel safe living at the home. They can name staff with whom they would speak if they were worried or upset. Children said that staff listen to and help them.

The staff have a good understanding of safeguarding; they have undertaken training in

the 'Prevent' duty and understanding gangs and county lines. The staff understand the importance of reporting any safeguarding concerns. Comprehensive risk assessments further support the staff to keep children safe.

Staff challenge unwanted behaviours and reinforce boundaries. The staff discuss incidents with the children to help them understand and manage their emotions in an appropriate way.

There has been an increase in restraints since a new child moved into the home. Staff de-brief the child after each hold. These incidents are followed by a key-work session to ensure that the child understands the reasons for the hold and to help him to look at ways to manage his behaviours. The child said that he understands why staff have to hold him and that staff always talk to him after an incident.

Sanctions are fair and proportionate. Children have the opportunity to sign the records and make comment about the sanction. This supports the children to discuss and understand the consequences of their actions. The manager evaluates the effectiveness of each sanction.

Children rarely go missing from the home. When the children do go missing, staff actively search for them and speak to them on their return. However, children do not receive a return home interview from an independent person within the required timescale. The responsible individual is aware and is in the process of making contact with placing authorities to address this.

The effectiveness of leaders and managers: good

One requirement was made at the last inspection; this has been met. There were two recommendations; one has been met and one will be repeated.

The manager continues to work with a wide variety of professionals to support children's progress and development. Professionals and parents said that the manager is supportive of them and the children. This has led to two children recently being able to move back home.

Staff understand the importance of children feeling valued and listened to. Children have weekly house meetings during which a wide variety of topics is discussed. The manager feeds back to children to ensure that they know that their views, wishes and feelings have been listened to and acted on.

Staff said that they feel supported by the manager. However, not all staff have received regular supervision to support them working with the children. Some staff do not have an up-to-date appraisal. This means that they are not provided with a formal meeting to enhance their professional development.

One member of staff has not met the requirement of achieving a relevant level 3 qualification within the required timescale. However, they are now registered for the

qualification and progressing well towards achieving it.

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: SC429748

Provision sub-type: Children's home

Registered provider: The Ryes College Limited

Registered provider address: Unit 2e, Skyview House, 9 Church Field Road, Sudbury, Suffolk CO10 2YA

Responsible individual: James Fischer II

Registered manager: Vivienne Toms

Inspector

Trish Palmer: social care inspector

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