

1241261

Registered provider: The Place Young People's Company

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This two-bedded home aims to provide children with care in a structured and nurturing environment. The manager has been registered since 2017. He is completing the required level 5 qualification.

Inspection dates: 24 to 25 October 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: 6 February 2018

Overall judgement at last inspection: sustained effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/02/2018	Interim	Sustained effectiveness
09/05/2017	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 registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only—</p> <ul style="list-style-type: none"> employ an individual to work at the children's home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3). <p>The requirements are that—</p> <ul style="list-style-type: none"> the individual is of integrity and good character; the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; the individual is mentally and physically fit for the purposes of the work that the individual is to perform; and <p>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2.</p> <p>(Regulation 32 (1)(2)(a)(b)(3)(a)(b)(c)(d))</p>	24/12/2018

Recommendations

- The registered person is responsible for ensuring that each child's day-to-day health and well-being needs are met. ('Guide to the children's homes regulations including the quality standards', page 33, paragraph 7.3)

In particular, ensure that any updates are reflected in the child's plans.

- Staff should be familiar with the home's policies on record-keeping and understand the importance of careful, objective and clear recording. ('Guide to the children's homes regulations including the quality standards', page 62, paragraph 14.4)

In particular, ensure that any matters recorded are appropriately followed up and the outcome noted.

Inspection judgements

Overall experiences and progress of children and young people: good

The same two children have lived at the home long term. For both children, this is their longest placement. The children say that they are settled, safe, happy and well cared for. The relationship between the children is like that of siblings. They get on, they fall out and then they make friends again.

Both children have recently made the transition from primary to secondary school. They attend different schools. One child moved from a small village primary school to a large high school. Staff have supported and prepared both children for the changes and have enabled smooth transitions. Both children continue to have excellent school attendance. One of the children has received an award for the grades that she achieved in her exams. The children's achievement is particularly striking given the levels of trauma and chaos experienced in their early lives.

A social worker praised the staff team's commitment to the children. She highlighted how the staff team's encouragement has helped the children to engage in therapy to address their past experiences. A child described her initial reluctance to attend the sessions. She said that since she started the sessions she can now understand how the sessions can help her. The manager recognises that the children find attending therapy challenging. He ensures, where possible, that the same staff members accompany the children. This provides them with consistent support.

The children are engaged in several extra-curricular activities. Their activities include football, cheerleading, gymnastics and rugby. Attending these activities has increased the children's fitness levels and has enabled them to develop wider friendship groups.

Staff have good relationships with the families, professionals and other significant people in the children's lives. Staff ensure that the children's experiences are like those of their peers. The children spoke with excitement about the activities that they were doing during the half-term holiday. All of the weeks' activities have been skilfully interspersed with pre-arranged family visits.

The children are reluctant to have formal house meetings. They share their views about their home through informal chats and through key-work sessions.

Staff are enthusiastic, and they enjoy their work. They are proud of the children and their achievements and use the therapeutic model of care to look beyond the children's presenting behaviours. They work hard to ensure that the children's needs are met and that the children achieve their full potential.

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

The children are extremely settled and are not involved in any negative risk-taking

behaviour. A social worker spoke positively about how the children are permitted to take measured risks, as they would if they lived with their birth families. The children have not gone missing from the home. Staff are familiar with the protocols to follow should this ever occur. There has been a significant reduction in the use of physical intervention to manage behaviour. The manager is of the view that the child involved has matured and found other ways to regulate his emotions.

The children's plans are comprehensive and reflect any known or potential risks. These are updated as and when new issues arise. The issue raised in the previous report relating to the recording of the children's medication has been addressed and there is now a more robust process. However, a child's health plan and their essential information has not been updated to reflect recent information. This omission prevents staff from working with current information.

There has been a reduction in the number of significant events. However, recording of significant incidents is unclear in respect of the nature of some incidents and the outcome. This lack of clarity prevents staff from demonstrating that they have taken the appropriate actions, followed up issues or learned from events. This is not in keeping with much of the recording in the home. Records demonstrate that events and sessions are analysed by the team using the therapeutic approach that underpins their work. This analysis ensures that staff can identify children's triggers, any patterns of behaviour and develop alternate strategies.

There have been significant improvements to the physical environment in the house. In addition to creating a safer fire exit from the kitchen, these works have improved the overall feel of the home. These improvements address the other shortfall raised at the last inspection.

The effectiveness of leaders and managers: good

The manager has been in post for just over a year. He is currently undertaking the required level 5 qualification. He has a clear understanding of the children's progress. He has introduced 'Team Around the Child' meetings. These sessions enable the team to collectively develop the children's plans and develop group approaches to their behaviours. This joint approach provides children with consistent responses.

Staff are positive about their manager and his approach. They say that he is approachable and is successful in balancing the role of working with the children and managing the home.

Staff turnover has settled over the past few months. The team members are at varying stages of completing their level 3 qualifications. The staff training matrix is up to date. Staff are booked on to the relevant refresher training at the earliest possibility. Staff are complimentary about the quality of their training and the range of topics covered.

Staff supervision takes place regularly and staff say that they find their supervision sessions helpful. They describe being able to have lots of informal supervision

discussions too.

The recruitment checks conducted for a new member of staff were insufficient. A requirement has been made to address this.

The new monthly visitor's reports are comprehensive. These now meet the required standard. The manager is now able to use these reports, alongside his audits, to enhance the service provided.

The manager has introduced several changes to the paperwork and processes. Some of these changes are very recent, so their effectiveness is yet to be assessed. Recent improvements to files include children's rewards, where there are examples of excellent practice and personalised care. Handover sheets have been introduced for staff. This process enables information to be shared between staff, such as reminders about appointments and how the child's day has been. Staff are also encouraged to be evaluative and reflective in their recording. These changes have been implemented in conjunction with staff. This collaborative approach promotes continual reflection and improvement.

The manager appropriately challenges other professionals if he feels that decisions are not appropriate. This is managed in a way that maintains professional working relationships.

Equality is incorporated into all of the work with the children. This includes an awareness of the children's experiences and the frustrations that they may experience being in the minority in school and/or the local area.

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: 1241261

Provision sub-type: Children's home

Registered provider: The Place Young People's Company

Registered provider address: 7 Jericho Lane, Barkestone, Nottingham, Leicestershire
NG13 0HF

Responsible individual: James Flanagan

Registered manager: Jonathan Insley

Inspector

Sonia Hay: social care regulatory inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit <http://www.nationalarchives.gov.uk/doc/open-government-licence>, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://www.gov.uk/government/organisations/ofsted>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: <http://www.gov.uk/ofsted>

© Crown copyright 2018