

SC431799

Registered provider: SWAAY Child and Adolescent Services Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The children's home may accommodate up to two children and young people. It is operated by a private company which has other similar homes in the area. The company specialises in providing care and therapeutic intervention for young people (males) who have a history of sexually harmful behaviour.

The manager has been registered with Ofsted since 24 May 2018.

Inspection dates: 6 to 7 November 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	Outstanding
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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: 6 November 2017

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/11/2017	Full	Good
29/03/2017	Full	Good
09/09/2016	Interim	Sustained effectiveness
27/01/2016	Interim	Sustained effectiveness

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

Recommendations

- Children who wish to keep and take their own medication should be supported to, if they are able to do so safely. Staff should be mindful that children holding their own prescribed medication must only use it for themselves in accordance with the prescription. ('Guide to the children's homes regulations, including the quality standards', page 36, paragraph 7.16)

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Through staff's investment, time and energy, children are thriving. One child said, 'I want to live here forever.'

Well-trained staff understand the importance and benefit of therapy for the children. Their support encourages the children to readily engage with the team of psychologists and therapists. This helps children to develop insight and understanding into their past histories and traumas. There is a staged process of therapeutic support. This enables the children to reflect on their earlier behaviours and learn how to address them. Multi-disciplinary support through this process is exemplary. Children make excellent progress and take advantage of the support that is available to them.

Staff conscientiously promote the children's healthcare needs. Children have regular dental and optician's appointments and are supported to access medical services when needed. The leadership team has identified that children would benefit from greater help to manage their own healthcare, for example by enabling children who wish to keep and take their own medication to do so, if this is safe. This will provide an opportunity for the children to build on their independence skills.

Staff proactively encourage the children to develop outside interests and to attend local clubs, such as rock climbing, football and badminton. Children recently took part in a charity sponsored walk around London. Staff recognise that leisure and enrichment opportunities help the children to develop their social skills, resilience and confidence.

Staff show genuine interest in the children's achievements at school. Regular attendance at school is an accepted part of daily life. Children attend a school run by the organisation. They benefit from the small class sizes and focused support. Progress made by the children is exceptional, especially when considering their starting points. Staff understand that achievement at school increases self-esteem and will aid the children's life chances.

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

The culture and structure in the home ensure that the children are safe. No child has been missing since the last inspection in November 2017. Even so, the staff are acutely aware of the serious consequence should a child go missing and provide high levels of appropriate support and supervision.

Staff have up-to-date knowledge of a broad and relevant range of safeguarding matters. Children have positive relationships with the staff. This serves as an added protective factor in helping the children feel safe to raise any concerns with the staff.

Risk assessments and placement plans are detailed and of high quality. This results in the staff having an excellent understanding of the children's individual vulnerabilities, risks and abilities. Risk management strategies are effective, as are key-work sessions in enabling the children to understand and reflect on their behaviours.

Children are supported by staff who are trained in an evidence-based attachment parenting model. Curiosity and empathy are embedded within staff practice. This helps the children to understand acceptable boundaries and develop positive relationships. The use of sanctions is rare. Emphasis is placed on restorative practice and de-escalating negative behaviours. Staff routinely use rewards and positive reinforcements to promote positive behaviour. This has proved successful, as the children's behaviour is exemplary in the home.

The effectiveness of leaders and managers: outstanding

The registered manager is an outstanding role model to the children and the staff. He holds high expectations and aspirations for the children and this permeates throughout the culture in the home. There are sufficient staff and a strong core team. Consequently, high standards are achieved, and the children benefit greatly from living in a well-organised home which is strongly led.

There is a respectful culture in the home with a diverse staff team. This gives the children an opportunity to celebrate and understand difference. Staff are motivated and enjoy working with the children. Staff receive a wide range of training and enjoy the support given to them by the leadership team and the organisation's therapists. All staff receive regular supervision; this includes clinical supervision with therapists. This gives the staff a safe space to reflect on their roles, and the dynamics and behaviours of the children. As a result, the staff are enabled to perform their roles with attentiveness and confidence.

The registered manager knows the strengths and weaknesses of the home and motivates members of staff to address any shortfalls. This is enhanced by the strong and visible leadership team. The leadership team is ambitious for the staff to develop expertise in providing high-quality care that can help transform the lives of children. For example, the registered manager is looking to undertake therapeutic life story training to further strengthen the already high standard of life story work in place. Senior managers look out for new and innovative practice which ensures that the staff are not

complacent, and that opportunities to develop are welcomed and shared.

The registered manager and the leadership team work well with partners within the organisation and with the wider professional network. Feedback from a social worker was extremely positive about the communication between herself, staff and the registered manager. Children are at the heart of a multi-agency approach into planning their care. This ensures that the children have a good understanding of how their needs are planned for, and how these needs are met by a motivated and well-informed team. Each child's progress is carefully and closely monitored by the leadership team. This means that interventions and strategies can be adapted and changed if needed. Consequently, the children feel that they matter and that their progress is important to the adults, who genuinely care for them and about them.

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: SC431799

Provision sub-type: Children's home

Registered provider: SWAAY Child and Adolescent Services Limited

Registered provider address: 591 London Road, Sutton, Surrey SM3 9AG

Responsible individual: Gerard Berry

Registered manager: Barry Thomas

Inspectors

Anne-Marie Davies, social care inspector
Paul Taylor, social care inspector

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