

1273769

Registered provider: Oak Childcare Plus

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is run by a private organisation and offers care and accommodation for three young people who have experienced childhood instability leading to trauma and associated complex behaviours. The manager has been registered with Ofsted since November 2018.

Inspection dates: 7 to 8 May 2019

Overall experiences and progress of children and young people, taking into account	good
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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	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: first inspection

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: none

Inspection judgements

Overall experiences and progress of children and young people: good

This is the home's first inspection since its registration in November 2018. Since this time, two young people have been admitted into the home. One young person has since left to move into semi-independent living.

Young people receive a good level of support from a committed staff team. Staff have a positive view of the young people they look after and work hard to help each young person to develop positive relationships. This helps young people to feel confident about their relationships with staff and supports their progress.

All staff are aware of the detail set out in young people's individual plans and follow these plans in their everyday practice. This ensures that young people's objectives are fully met.

All young people attend routine health appointments and, when necessary, more specialised therapeutic services are sought. Young people learn about healthy lifestyles including healthy eating and engaging in physical activities. Young people's medication is stored and administered by trained staff.

Young people attend school in accordance with their needs and abilities. Staff work in partnership with teachers and other relevant professionals to make sure that young people have every opportunity to increase their academic ability and to reach their full potential.

Staff support young people to maintain positive relationships with family and friends. Staff work closely with young people and their families to ensure that this is a safe and positive experience.

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

Staff have a good understanding of safeguarding and of child protection issues. They adhere to policies and procedures that detail partnership working arrangements with local police, safeguarding agencies and placing authorities, which supports the safety of young people and others in the community.

Comprehensive risk management plans are in place for each young person. They safeguard young people by identifying their risks and vulnerabilities and setting out strategies that help to minimise these risks. These plans are regularly reviewed to ensure that they remain up to date and relevant and help to continue to protect young people.

Health and safety matters are managed effectively. The home is free from potential hazards that put young people's safety at risk. Environmental safety checks are routinely carried out to promote the safety of young people in the home. Young people and staff are familiar with the home's emergency fire evacuation procedures.

Young people are protected by the organisation's robust recruitment practices. Staff are vetted and assessed as suitable before any appointment is confirmed. These procedures promote the safety of the young people by preventing unsuitable adults from working with them.

The effectiveness of leaders and managers: good

The manager has been registered with Ofsted since November 2018 and holds a diploma in leadership, health and social care at level 5.

Staff said that they are well supported by the manager. New staff receive a comprehensive induction, which means that they are prepared to meet the needs of young people in their care. All staff have good access to training opportunities to ensure that they have the knowledge and skills they need for their work with young people. All staff are qualified or working to gain a relevant qualification for their role. As a result, staff are equipped with the necessary skills and knowledge to meet young people's wide-ranging needs.

Staff have regular supervision with the manager. However, supervision records are brief and repetitive. Supervision records do not include any reflective discussions about young people's needs or include how staff could improve and develop their own practice.

Strong and positive relationships exist with families, the police and other professionals. This ensures that there is all-round support available to young people to promote their progress and well-being.

Recommendations

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)

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: 1273769

Provision sub-type: Children's home

Registered provider: Oak Childcare Plus

Responsible individual: Darren Smallman

Registered manager: Simon Chandler

Inspector

Dave Carrigan, social care inspector

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