

St John's School Community Holiday

The Saint John's School Foundation
Epsom Road, Leatherhead, Surrey KT22 8SP
Inspection under the social care common inspection framework

Information about this residential holiday scheme for disabled children

This residential scheme provides a residential activity holiday for children who may have learning disabilities and/or physical disabilities and/or sensory needs.

The manager has been registered with Ofsted since 12 August 2019.

Inspection dates: 22 and 23 August 2019

Overall experience and progress of children and young people, taking into account: good

How well children, young people are helped and protected good

The effectiveness of leaders and managers good

The residential holiday scheme for disabled children provides effective services that meet the requirements for good.

What does the residential holiday scheme for disabled children 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, Residential Holiday Schemes for Disabled Children (England) Regulations 2013 and the national minimum standards. The registered person(s) must comply within the given timescales.

Requirement	Due date
<p>The registered person must prepare and implement a written policy which sets out—</p> <p>how children accommodated by the scheme are to be safeguarded from abuse or neglect; and</p> <p>the procedure to be followed in the event of an allegation of abuse or neglect (Regulation 13(1)(a)(b))</p> <p>Specifically, update the current policy in accordance with statutory guidance.</p>	29/11/2019
<p>The registered person must ensure that the scheme is conducted so as to—</p> <p>Promote and make proper provision for the welfare of children it accommodates. (Regulation 10(1)(a))</p> <p>Specifically, update the moving and handling guidance in care plans.</p>	29/11/2019

Recommendations

- Managers, staff and volunteers are clear about their roles and responsibilities. (National minimum standards, page 25, paragraph 14.3)
- Specifically, ensure that the roles and responsibilities of 17-year-old volunteers are made explicitly clear in writing.

Inspection judgement

Overall experiences and progress of children and young people: good

Children enjoy attending the holiday scheme. They benefit from the positive relationships that they make with their peers and the helpers. The helpers interact well with the children and all, without exception, spoke positively about the children and how much they enjoyed their time with them. The children benefit from the range of ambitious activities, which include hiring a climbing wall for the day so that children can experience this when they are ready.

Children grow in confidence socially during the week and on returning each year. One child who previously would not interact with his peers is now beginning to, which is a big step for him. Another child can go out on his own supported by helpers. This ensures that he benefits from the social opportunities offered while maintaining his independence.

The helpers usually respond well to the children's individual needs. For example, helpers, in the main, care for several children during the day. However, one child who struggled with change was given the same helper for the day. This was effective in reducing the child's anxiety. When helpers do swap, they are generally sensitive about this. However, there are occasions when children would have benefited from a slower change.

The helpers seek the children's views using a variety of forms of communication. All children fill in a diary every evening. They give feedback on the things they enjoyed the most and anything they would like to change. These diaries include photographs of themselves participating in activities to help them reflect on their day.

Children are encouraged to enjoy the full week of activities. However, those who initially struggle to be away from home are offered a reduced number of days or to attend during the daytime only. This adaptability ensures that children settle well.

One of the strengths of this holiday scheme is the inclusive way that parents of the helpers and others associated with the scheme, are invited to an evening of entertainment during the week. In addition, a video of the children enjoying the activities and entertainment is shown at the end of the scheme to the children's families. This celebration of the children's achievements is shared with all.

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

Safeguarding matters are overseen by a suitably qualified and experienced designated safeguarding lead. This is enhanced by a team of helpers that understand their own roles and responsibilities in keeping the children safe. Good supervision levels reduce potential risks.

Leaders and managers are committed to maintaining a safe environment and culture. They have further safeguarding training planned, commensurate with their individual

responsibilities. This needs to be considered in relation to updating the service's own safeguarding policies and procedures which do not currently include the latest statutory guidance.

Written risk assessments and care plans are reviewed and updated at the end of each day to ensure that any new information is shared with all staff. However, not all of these documents include guidance on how to physically assist children to move. On two occasions, potentially unsafe moves were observed by the inspector.

Leaders and managers are trained in de-escalation and behaviour management techniques. There has not been any need to use any physical restraint interventions. Close supervision and the helpers' sensitive approach to the children ensure that any concerns are swiftly addressed.

The storing and administering of medication are safe and competent. All of the children's medical needs are met to a high standard. Helpers who administer medication are fully trained and a second helper acts as a witness to reduce the chance of an error occurring.

Leaders and managers review the school's risk assessments to ensure that the facilities are of a high safety standard. Helpers ensure that the children are aware of what to do in the event of a fire. They have a practice fire drill at the beginning of the scheme. Children's personal emergency evacuation plans are reviewed at this point to ensure that any adjustments can be made. The registered manager has been trained to evacuate a child who uses a wheelchair as an additional safety measure.

The effectiveness of leaders and managers: good

Leaders and managers are experienced in running the scheme previously as part of another organisation. They have recently registered independently. Leaders and managers offer a good standard of care and an extensive range of positive experiences for the children who, along with their parents, benefit from the holiday. Leaders and managers are committed to continually improving the scheme.

Recruitment practice is safe and thorough. All the necessary checks are made. The helpers are recruited from the venue's school and are known to the managers. Some helpers are under 18 years of age. In practice, these helpers are closely supervised and are not given significant responsibilities. For additional clarity, it is recommended that their specific roles and responsibilities are formalised in written guidance.

The scheme is well organised, matching experienced and less experienced staff together as positive role models and support. All staff are positive about the support that they receive from more senior helpers.

The helpers' inductions are undertaken by the designated safeguarding lead along with the registered manager. The induction covers all relevant areas to equip staff to care for the children. This is reviewed at the end of each day.

The team (group) leaders meet at the end of each day with the registered manager and other senior staff to give feedback in regard to each child and any emerging concerns. They discuss relevant information regarding the children's welfare, reflections of the day and plans for the next day's activities. This is followed by the senior staff team meeting each morning, when key information from the earlier meeting about the children is shared.

Diligent monitoring includes the registered manager's regular review of any incidents, accidents, 'near misses' and the children's care plans. The high level of support from senior staff ensures that the scheme runs smoothly and any areas that need addressing are dealt with swiftly.

The responsible individual plays an active role in the running of the scheme. Consequently, she knows it well and uses this knowledge to produce reports that highlight the strengths of the scheme and any areas of improvement. This aspect of monitoring would be further enhanced by an independent person undertaking this role.

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 the 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 residential holiday scheme for disabled children 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 Residential Holiday Schemes for Disabled Children (England) Regulations 2013 and the national minimum standards.



Residential holiday scheme for disabled children details

Unique reference number: 2540028

Registered provider: The Saint John's School Foundation

Registered provider address: Epsom Road, Leatherhead, Surrey KT22 8SP

Responsible individual: Miss Anna Budgett

Registered manager: Mr Neil Whitmore

Telephone number: 01372 373000

Inspector

Suzy Lemmy, social care inspector



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