

Children's homes - interim inspection

Inspection date	16/02/2016
Unique reference number	SC044259
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Child First Limited
Registered person address	c/o, 40 Oxford Road, WORTHING, West Sussex, BN11 1UT

Responsible individual	Terry Goble
Registered manager	Michelle Wright
Inspector	Jennie Christopher

Inspection date	16/02/2016
Previous inspection judgement	Good
Enforcement action since last inspection	None
This inspection	
The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection	
<p>This home was judged Good at the full inspection. At this interim inspection Ofsted judge that it has improved effectiveness.</p> <p>The home manager was registered in October 2015. She has made significant changes within the home and monitoring of the service in this time. Young people continue to make some very good progress while living in the home. Social workers are positive about the care provided and the progress young people have made. Most young people are engaged in some form of educational activity. Those who are struggling to engage, due to uncertainty about their future, are encouraged to seek employment and attend short courses in key functional skills. A young person has been supported to gain work experience in their chosen field and a specialist course has been identified for them to realise their goal. In the intervening period they are undertaking voluntary work in local charity shops.</p> <p>Staff form some extremely positive relationships with young people, resulting in them making good progress. Young people comment positively about their relationships with staff and acknowledge the progress they have made through their guidance and support. Since the last inception two young people have moved in to the home. Planning prior to young people moving in is sound. Specialist services are sought to be in place at the point of arrival or soon after they are placed. Records are clear in evaluating young people's progress and areas of continued need. Young people are able to easily identify their progression through their care plans, reminding them of how much they have developed. Strong links with emotional well-being professionals, substance misuse services and specialist police officers ensures young people continue to receive the help they require. Individuals engage with the youth offending team as programmed and while some orders have been escalated, the young person concerned is beginning to understand the impact and consequences of offending behaviour. Impending court cases are however jeopardising the stability of a placement.</p> <p>When moving on, young people benefit from clear, well planned transitions, mostly on to semi-independence in the local area. Young people within the home benefit from a thorough approach to preparation for independence, including budgeting and meal preparation. One young person has moved on since the last inspection, but still remains in contact with staff through telephone calls and has sent a thank</p>	

you card.

Young people say they feel safe in the home and are comfortable approaching staff with any worries or concerns. Consistency in approach to behaviour management leads to limited use of restraint. Although there has been an increase with a new referral, the cause of incidents is discussed and the team recognise that the young person's understanding and communication can cause him frustration, resulting in incidents. Sanctions are fair and proportionate with a focus on young people's views; the effectiveness of the measures are routinely evaluated. There have been no complaints since the last inspection and any issues within the group or with staff are responded to swiftly. Young people do not identify bullying as a concern, and are confident staff will prevent this happening.

Since the last inspection the recently registered manager has made a concerted effort to further improve the quality of care and service provided in the home. She has responded robustly to the shortfalls identified at the last inspection and has implemented change in order to meet the requirements and recommendations set. The issues with the building and safety have been remedied. Sash windows within the home have all been checked and those malfunctioning have been repaired. Suitable fire extinguishers have been purchased in line with fire service recommendations. Staff training has improved in regards to sexual exploitation, radicalisation and female genital mutilation. Further training has been requested in relation to Autistic Spectrum Disorders and post-traumatic stress disorder, to support staff with understanding the needs of those in their care. Staff who do not hold a relevant level 3 qualification are now enrolled on appropriate courses and are keen to complete these within specified time frames. Risk assessments for young people have been updated and in house care plans reflect all the mitigating factors identified in these assessments.

The Registered Manager has a good understanding of the strengths and weaknesses within the home and service provided. They have introduced an incredibly robust monthly monitoring system, which provides a clear audit trail for the home and progression of young people and systems and procedures. The home manager further utilises reports produced by the independent visitor in line with Regulation 44 to identify other areas of development, including those in the homes development plan.

Information about this children's home

This home is owned and run by a private organisation that also have another home and school in the local area. It provides care and accommodation for up to 6 young people with emotional and/or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/07/2015	CH - Full	Good
28/01/2015	CH - Interim	sustained effectiveness
20/06/2014	CH - Full	Adequate
31/10/2013	CH - Interim	Satisfactory Progress

What the inspection judgements mean

At the interim inspection we make a judgement on whether the home has improved in effectiveness, sustained effectiveness, or declined in effectiveness since the previous full inspection. This is in line with the *Inspection of children's homes: framework for inspection*.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, 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 who it is trying to help, protect and look after.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service 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*.

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