

NORTH LINCOLNSHIRE COUNCIL

PEOPLE CABINET MEMBER

HOME A CHILDREN'S HOME – OFSTED INSPECTION OUTCOME 2014

- 1. OBJECT AND KEY POINTS IN THIS REPORT**
- 1.1 To inform the Cabinet Member of the outcome of the Ofsted inspection of Home A Children's home.
 - 1.2 The Ofsted unannounced inspection took place under the Care Standards Act 2000.

2. BACKGROUND INFORMATION

- 2.1.1 Home A is a brand new all purpose built registered Children's Home run by North Lincolnshire Council, registered to provide care and support to up to six young people of either sex aged between ten and seventeen on admission.

One bedroom is fitted with high quality disabled facilities and is located on the ground floor.

Home A opened on the 14th of December as the North Lincolnshire Children's Home.

3. OPTIONS FOR CONSIDERATION

- 3.1 The Ofsted unannounced inspection took place on the 19th and 21st of February 2014 (under the Care Standards Act 2000).

Outcome of Inspection: **Overall Effectiveness – OUTSTANDING**

Outcomes for children and young people	<u>Outstanding.</u>
Quality of Care	<u>Outstanding.</u>
Safeguarding children and Young People	<u>Outstanding.</u>
Leadership and Management	<u>Outstanding</u>

This was a full Ofsted inspection of Home A and the first since it's opening

3.2 Key strengths of the provision that have been reported include:

- 3.2.1 The outcomes achieved by the young people are impressive when compared to their starting point on admission. This is particularly notable in their education and attendance, developing their personal identity and confidence. Staff support has given young people opportunities to maximise their learning and all achievements are celebrated.
- 3.2.2 Young people are valued and supported and respond positively to the ethos of the home. They have developed strong relationships with staff and report that “staff are always there to help”. Care planning is highly individualised and inclusive, reflecting the young people’s views. There is an excellent monitoring system which ensures that care plans are up-to-date and clearly indicate outcomes young people are working towards.
- 3.2.3 Staff work closely with health professionals and ensure that young people’s health and well-being is given high priority and their health needs are met very well. Young people are encouraged to develop healthy lifestyles through diet and exercise.
- 3.2.4 Young people’s views are central to Home A and they are given a range of opportunities in which they can participate in both within the home and the wider community. This includes young people’s meetings, anti-bullying conferences and the Children in Care Council. These ensure that young people are included in all levels of decision making which affects their lives.
- 3.2.5 Young people have made exceptional progress since living at Home A. This has been enabled by a committed and experienced staff team who provide a nurturing environment and young people are able to develop a sense of belonging and develop both socially and emotionally.
- 3.2.6 Young people benefit from having clear contact arrangements and staff work closely with parents and professionals to ensure that appropriate and constructive contact is facilitated including friends and family visiting Home A which promotes a relaxed environment for young people to enjoy contact.
- 3.2.7 Young people have progressed significantly in their attendance at school. Achievements are recognised and celebrated through awards from school and praise from staff. Young people have aspirations for their future careers.
- 3.2.8 Young people benefit from individualised programmes for preparation for adulthood. Developing life skills is an integral

part of Home A. These skills help young people develop confidence and builds their self-esteem in preparing for adult life.

- 3.2.9 The culture and ethos of Home A is to treat young people as individuals and develop mutual respect. This enables young people to manage their behaviours and do not engage in risk taking or offending behaviours.
- 3.2.10 Young people benefit from excellent relationships with staff. Practice is exceptionally child-centred and personalised with young people saying that staff care about them. Staff are skilled and imaginative in ways of working with young people to ensure that they have positive experiences that build resilience and expand horizons.
- 3.2.11 Home A is maintained to a high standard. The communal areas are bright and homely and give young people a space where they can relax and socialise with each other. Young people say they are happy and settled and like living in Home A, they are proud of their bedrooms which are personalised and reflect their identity.
- 3.2.12 Care plans for young people are comprehensive and provide information that focuses on individual need including cultural, religious and personal identities. Young people are clear about their plans for the future and attend their reviews which some have the opportunity to chair. The inspector cited this as excellent practice clearly indicating this is the young person's review.
- 3.2.13 Children say they safe and feel safe. Staff are well trained and are fully aware of child protection procedures. Bullying is high on the agenda of Home A with some young people taking on the role of anti-bullying ambassadors for the region and attend national events. Young people and staff are proud of their achievements. They will attend local events and schools to give information about anti bullying, which is innovative practice. This gives young people the opportunity to help others and develop skills for life.
- 3.2.14 Young people have developed trusting relationships with staff and say they are available to talk to. Young people say they know how to make a complaint and are listened to.
- 3.2.15 Recruitment and selection processes of staff are robust. These measures positively promote the safety of young people by preventing unsuitable adults from working with them. Young people are included in the recruitment process following training and are fully supported by the participation officer in being part of the decision making for new staff.

3.2.16 Young people live in a home that has been newly built to high specifications. Regular checks are completed on all electrical gas and fire safety to ensure they remain in good working order. Risk assessments are undertaken on the building and grounds which alert staff to any hazards.

3.2.17 Home A is effectively managed by a manager who is very experienced and provides strong leadership with a passion for continuing improvement in care practices at the home.

3.2.18 The staff are dedicated to delivering tailored care to support young people's needs. This is evident in the progress young people have made in particular how they are empowered to voice their opinions and contribute to the running of Home A.

3.2.19 Staffing levels are appropriate to meet young people's needs. Staff are well supported through regular supervision, annual appraisals and training and development which is given high priority and ensures they are kept up-to-date with professional practice information.

3.2.20 The Statement of Purpose sets out the aims and functions of the service. Home A meets the aims and objectives of the document. The children's guide is colourful with information about Home A.

3.2.21 There are robust monitoring systems in place to ensure that Home A is providing good levels of care.

3.3 In conclusion the inspector noted:

3.3.1 Young people are central to the running of Home A and the wider organisations. They are involved in meetings about their future and all are confident to express their views. The manager and staff have excellent links with organisations in the area to give support and guidance to young people and promote their safety.

3.4 **Areas for improvement:** There were no recommendations or requirements.

4. ANALYSIS OF OPTIONS

4.1 This report is for information only and there are no options for consideration.

5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)

5.1 Financial

5.1.1 There are no financial implications.

5.2 Staffing

5.2.1 There are no staffing implications.

5.3 Statutory

5.3.1 There are no statutory implications.

5.4 IT

5.4.1 There are no statutory implications.

6. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

N/A

7. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

7.1 The Inspection report has been made available to children and young people, staff and relevant stakeholders.

7.2 A children's summary informing the young people at Home A about the inspection outcomes has been prepared by Ofsted and sent to the manager at Home A.

8. RECOMMENDATIONS

8.1 The Cabinet Member may wish to write to the Manager and Staff of Home A regarding the outcome of their inspection.

DIRECTOR OF PEOPLE

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Background Papers used in the preparation of this report - Exempt