

SC436826

Registered provider: CASC (Barrow) Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned children's home is registered for up to four young people who may have emotional and/or behavioural difficulties.

Inspection dates: 22 to 23 January 2019

Overall experiences and progress of children and young people, taking into account **good**

How well children and young people are helped and protected good

The effectiveness of leaders and managers good

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 16 January 2018

Overall judgement at last inspection: improved effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/01/2018	Interim	Improved effectiveness
16/05/2017	Full	Good

26/01/2017

Interim

Improved effectiveness

22/08/2016

Full

Requires improvement

Inspection judgements

Overall experiences and progress of children and young people: good

Young people are settled and feel happy and safe in this home. One young person said, 'It's really nice here. Staff ask us what we want to do. They give us plenty of choices and they make sure we are happy.'

Staff create a calm and relaxed atmosphere that gives the home a warm and welcoming feeling. Their approach in supporting young people is nurturing and caring. Consequently, relationships between staff and young people are extremely positive. One young person commented, 'The best thing about this home is how friendly staff are. If there are any issues, staff resolve things quickly.'

The home is being refurbished throughout to update furnishings and fittings and generally refresh the appearance of the home. Young people's wishes have been included in this task, with them choosing the decor for their own bedrooms. Young people have also participated in creating a cinema-themed room within the home. They are very proud of their work and enjoy watching films on a large screen.

Young people's progress from their starting points is, overall, very positive. Staff actively promote young people's education and learning. Staff work in partnership with schools, including the company's own local independent school. Young people's attendance is excellent, and their educational achievements are good. For example, staff have helped one young person in school to secure a work experience placement and regular weekend work on a farm. This is work that he is familiar with and enjoys. This is helping to promote his independence and opportunities for future employment.

Young people are encouraged to follow healthy lifestyles. Young people's plans clearly identify their individual health needs and how they are to be met. Young people have good access to clinicians and other healthcare professionals. Staff help young people to understand the importance of following a nutritious and well-balanced diet. Staff encourage them to make healthy choices when planning meals.

All young people who currently live at this home enjoy walking and often go out as a group with staff. Young people told the inspector that they often walk for miles and appreciate how good it makes them feel. Young people enjoy a wide range of activities. These include fishing, dancing, go-karting and bowling. For some, these are new experiences. As well as providing healthy exercise, these activities provide them with good opportunities to have fun and socialise with other young people.

Placing authorities and families have confidence in this home. They spoke highly of the standard of care provided and the progress young people make. One social worker commented, 'The placement has exceeded my expectations. Staff followed up on all appointments and kept me well informed. I have received positive feedback from [the young person's] mum. She is pleased that [her daughter] is engaging well with her education and has built up some trusting relationships here.'

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

Young people said they feel safe and protected by staff. One young person commented, 'I know I can talk to any of them. I am very comfortable with staff. They keep me safe.'

Staff are familiar with the young people's histories prior to them coming to live at the home. They fully understand the extent of young people's risk-taking behaviours and those activities that increase their vulnerability. Individual risk assessments are comprehensively written. They provide staff with clear guidance about the action to take, and the support young people should receive, to keep them safe. Consequently, young people's risk-taking behaviours, such as self-harm and drug misuse, significantly reduce over time. Young people are proud of their achievements; their growing confidence and self-esteem are evident.

Staff are trained in, and regularly update their knowledge on, child protection and current safeguarding issues, specifically those, such as county lines, that target vulnerable children and young people. This promotes staff awareness to identify and deal with any concerns at an early stage.

Health and safety are a priority for staff. Staff understand that it is imperative that young people do not come to further harm because of living at this home. Medication and other hazardous items are safely stored and managed. Staff are trained in safe medication practice and are accountable for carrying out daily checks and monitoring to ensure that this takes place without error.

Safety equipment and emergency procedures are regularly checked and practised. For example, several staff have undertaken fire warden training and share a responsibility for checking that equipment and emergency lighting remain fit for purpose. Young people and staff participate in regular evacuation drills to ensure that they all know what to do in the event of an emergency.

Recruitment and selection practice is robust. New staff are fully checked and vetted before they can work in the home. Unexpected visitors and contractors' credentials are also checked before gaining admittance to the home. These measures are successful in protecting young people from unsuitable adults who may pose harm to them.

The effectiveness of leaders and managers: good

The registered manager has been in post since November 2017. She is suitably qualified and experienced in working with young people. She strives to provide young people with a high standard of care that will enable them to achieve good outcomes.

The manager and staff team have a clear understanding of young people's needs and how their needs are to be met. The home now has a full and stable staff team. This provides young people with the continuity of care they require. This was previously identified as a concern at the home's interim inspection in January 2018.

The manager and staff welcome challenge and the ability to reflect on their practice. Staff meetings are scheduled weekly. The frequency of these meetings provides staff with valuable time to discuss and track young people's progress. In addition, this provides them with a regular opportunity to learn from, and improve, their care practice.

Staff feel well supported and confident in their care-giving roles. Regular professional supervision and training arrangements are well established and effective in providing staff with the advice, guidance and knowledge they require.

Staff benefit from an annual appraisal process that successfully focuses on their competencies and ongoing developmental needs. Good relationships with local agencies and professionals have provided further opportunities for staff development. Together, these arrangements are ensuring that young people are supported by a knowledgeable and skilled staff team.

Monitoring arrangements provide rigorous scrutiny of the home. The manager and the home's responsible individual regularly audit and monitor activity and welcome the scrutiny and guidance of the home's independent person. The manager seeks out lessons to be learned and uses these to inform and develop the home's good practice.

Young people's written records are well maintained and provide a full and accurate account of their plans, achievements and day-to-day activities. They appropriately reflect young people's views and wishes and their inclusion in their care planning. These help young people to reflect on their experience and progress made.

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: SC436826

Provision sub-type: Children's home

Registered provider: CASC (Barrow) Limited

Registered provider address: 125 Ramsden Square, Barrow in Furness, Cumbria
LA14 1XA

Responsible individual: Hilary Southward

Registered manager: Carly Holland

Inspector

Gillian Walters, social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
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