

SC449155

Registered provider: The Amicus Community Arundel Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The children's home is part of an independent children's therapeutic community, which is accredited by the Royal College of Psychiatrists. It provides therapeutic care for up to four children.

The manager was registered with Ofsted on 18 May 2012.

Inspection dates: 29 to 30 May 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: 30 July 2018

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/07/2018	Full	Good
14/11/2017	Full	Good
09/02/2017	Interim	Sustained effectiveness
18/07/2016	Full	Good

What does the children’s home 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, Children’s Homes (England) Regulations 2015 and the ‘Guide to the children’s homes regulations including the quality standards’. The registered person(s) must comply within the given timescales.

Requirement	Due date
<p>The registered person must— keep the statement of purpose under review and, where appropriate, revise it; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. If a home has a website, the registered person must ensure that a copy of the statement of purpose is published on that website unless the registered person considers that such publication would prejudice the welfare of children in the home. (Regulation 16 (3)(a)(b)(4))</p>	30/06/2019
<p>Restraint in relation to a child is only permitted for the purpose of preventing— injury to any person (including the child); serious damage to the property of any person (including the child); or a child who is accommodated in a secure children’s home from absconding from the home.</p> <p>Restraint in relation to a child must be necessary and proportionate. (Regulation 20 (1)(a)(b)(c)(2))</p>	30/06/2019
<p>For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained— the Level 3 Diploma for Residential Childcare (England) (“the Level 3 Diploma”); or a qualification which the registered person considers to be equivalent to the Level 3 Diploma.</p> <p>The relevant date is— in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home; or in the case of an individual who was working in a care role in a home on 1st April 2014, 1st April 2016.</p>	30/08/2019

<p>The registered person may defer the relevant date if the individual— does not work, or has not worked, in a care role in a home for a prolonged period; or works, or has worked, in a care role in a home on a part-time basis. (Regulation 32 (4)(a)(b)(5)(a)(b)(6)(a)(b))</p>	
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Recommendations

- Records of restraint must be kept and should enable the registered person and staff to review the use of control, discipline and restraint to identify effective practice and respond promptly where any issues or trends of concern emerge. The review should provide the opportunity for amending practice to ensure it meets the needs of each child. ('Guide to the children's homes regulations including the quality standards', page 49, paragraph 9.59)

Inspection judgements

Overall experiences and progress of children and young people: good

The registered manager and the responsible individual have created a home that helps children to develop safe and secure relationships with adults. The integrated approach to education, therapy and care provides children with stability and consistency. Their focus on long-term plans prepares children for independence or foster care.

Children moving in and out of the home do so in a planned and thoughtful way. Senior managers pay careful attention to detail when considering if children's individual needs can be met. The matching process focuses on the compatibility of the group and long-term stability for individual children. Introductions and endings are positive, and both staff and children are fully involved in the process.

Staff know the children extremely well. Regular meetings about children, with input from other professionals, help staff use the theoretical model to care for them. Staff are also given time and space to continually review their individual approach and that of the team. The new 'home manager', who supports the registered manager, is an excellent role model for this and ensures that care remains child focused.

Staff ensure that children have structure to their day. Routines and boundaries are clear and consistently applied. Children look forward to and actively engage in time with staff when they get up and before they go to bed. High staffing levels mean that children get to choose how this time is used. This includes engaging in their hobbies and interests.

The focus on group living creates a real family atmosphere. Staff help and support children to get on with each other and develop external friendships. Milestones are celebrated and really valued by children, resulting in positive experiences and lovely memories.

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

Safeguarding systems and practice are robust. Effective training in this area means that staff are clear about their roles and responsibilities. Staff can identify concerns and escalate these to the appropriate people. Children spoken to during the inspection supported this by saying that they can talk to staff if they feel worried, knowing that they will be listened to and that appropriate action will be taken. This leads to children feeling safe.

Incidents of missing are low. Risk management plans explain how to respond to these incidents. On the occasions when children have gone missing, staff have responded proactively. Children benefit from effective follow-up work when an incident of missing has occurred. This helps to minimise the risk of harm associated with going missing.

Staff show a good understanding of the risks that each child presents. Comprehensive risk assessments and support plans provide them with clear guidance to help minimise risk and keep children safe. This includes regularly spending one-to-one time with them to explore their actions and feelings. As a result, children are learning to reflect on their behaviour and manage their anxieties.

Staff understand the risks associated with internet usage. Monitoring of this is effective and sensitive. This allows children to enjoy the use of the internet in a safe environment.

The physical environment is safe and secure. Health and safety checks are completed within appropriate timescales. There is a plan in place for the development of the premises. The home will benefit from redecoration and there is an action plan in place to address this.

There are shortfalls in the recording of physical interventions. Not all records are accurate. This makes it difficult for people who were not involved in an incident to have a clear picture of the event. Consequently, accurate management reviews are not always possible. This has been addressed and improvements were observed in recent records.

The effectiveness of leaders and managers: good

Since the last inspection, the registered manager and responsible individual have demonstrated a strong commitment to addressing the shortfalls previously identified. The registered manager is currently responsible for two children's homes. This arrangement is being reviewed with a view to further strengthening these arrangements. The management structure across the organisation has been improved by a number of new appointments. These individuals are very clear about their roles and responsibilities

and bring a wealth of relevant skills and experience.

Working together, these new appointments have enhanced the underlying ethos both in terms of the day-to-day management of the home and the therapeutic approach. For example, they have developed and streamlined recording systems to reflect the good practice that takes place, as well as meeting regulatory requirements.

The registered manager is fully involved in the children's lives. His professional background enables him to help children to understand and make sense of their own previous life experiences.

The recruitment of new staff follows the safer recruitment guidance. A lot of effort is put into ensuring that only the right people are appointed. The new HR manager has good oversight of the whole process and ensures that all the necessary checks are carried out.

Monitoring systems have improved. The development and improvement plan is detailed and links clearly to the quality standards. It identifies the home's strengths and areas for development and accurately reflects where the home is now. Visits and reports from the independent visitor are being used effectively to raise standards and also help leaders and managers remain on track when addressing the priorities.

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: SC449155

Provision sub-type: Children's home

Registered provider: The Amicus Community Arundel Limited

Registered provider address: The Amicus Community, PO Box 79, Arundel BN18 9XA

Responsible individual: Rebecca Newton

Registered manager: Stewart Thomson

Inspectors

Amanda Harvey, social care inspector

Daniel Healy, social care inspector

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