

Children's homes - interim inspection

Inspection date	04/03/2016
Unique reference number	SC470513
Type of inspection	Interim
Provision subtype	Residential special school
Registered person	Bradstow School (Wandsworth Local Authority)
Responsible individual	Sarah Dunn
Registered manager	Deborah Tomlinson
Inspector	Mark Blesky

Inspection date	04/03/2016
Previous inspection judgement	Outstanding
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 Outstanding at the full inspection. At this interim inspection Ofsted judge that it has Sustained effectiveness.</p> <p>One recommendation made at the previous inspection in relation to ensuring that key working is being used effectively to support young people's care planning has been fully addressed by the home.</p> <p>The home has conducted a major review of key-working practices and designed a specific job description for this role. The home has undertaken a skills assessment to ensure that only staff who are best suited undertake this essential task. Placement plans drive the key-working objectives ensuring that they are aimed specifically at identified goals and have measurable outcomes.</p> <p>As part of the monitoring process, the Registered Manager oversees the progress of all key working. She uses supervision with staff to discuss progress and to ensure that this work remains on target to meet the young person's assessed needs within the timescales set.</p> <p>Since last inspection a community council has been created with young people and the senior management team. Young people use this venue to express their collective views and take part in shaping and developing the home. Communication aids are being provided to give young people with more complex communication a stronger and more influential voice. This ensures that no young person is limited by their ability to communicate from expressing their views and wishes.</p> <p>Young people and staff value this council, which has already introduced opportunities for young people broadening their choices of activities and enabling them to partake in voluntary work within the wider community.</p> <p>Young people are more involved in the recruitment of staff, they are present in the assessment, interviewing and employment of new staff and their views affect appointments made. One member of staff spoken to stated, 'young people really</p>	

put me through my paces during my interview’.

The manager continues to look at ways of minimising restrictive practices within the residential setting. She is reviewing a range of practices, from restricting access to kitchens to situations where staff are completing tasks for young people that they are capable of doing for themselves. The emerging model challenges enables and empowers young people to have increased freedom within their environment and greater opportunities to learn and develop skills supporting their independence.

The Head of Residential Services is currently undertaking a mapping exercise considering current and developing practices against the quality standards. This mapping is already shaping and influencing staff performance by ensuring that it is the quality standards that drives practice within the home. Reviewed key working, staff supervision and appraisal tools are already demonstrating an increased focus on professional development of staff.

An external consultant works closely with the Registered Manager and senior management team to look at developing best practice through regulation 44 and regulation 45 quality assurance inspections.

Shift handover documents are being reviewed and early examples appropriately have more focus on young people and their behaviour. The independent visitor works closely and productively with the Registered Manager. As a result, areas for development are objectively identified and development plans and actions promptly put in place by the manager. This ensures a rigorous and robust approach to quality assurance which improves the home and services provided.

Information about this children's home

This service is a residential special school, registered as a children's home to care for up to 52 children on a weekly, termly or 52 week basis. It is operated by a local authority.

The home is registered to accommodate children with a learning disability, including those on the autistic spectrum and with communication and interaction difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/12/2015	Full	Outstanding
13/01/2015	Full	Good
03/12/2014	Full	Inadequate

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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