

SC462450

Registered provider: Satash Community Care Project Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home, which is run by a private organisation, provides care for up to six children and young people. The organisation places the needs of the children and the young people at the heart of their service, by promoting independence and providing care that respects children's and young people's choices, rights, privacy and dignity.

The qualified and experienced manager has been in post since March 2013.

Inspection dates: 17 May 2018

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: 14 November 2017

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/11/2017	Full	Good
13/03/2017	Interim	Sustained effectiveness
07/11/2016	Full	Good
18/03/2016	Interim	Sustained effectiveness

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure— that staff—</p> <p>are familiar with, and act in accordance with, the home's child protection policies. (Regulation 12 (1)(2)(a)(vii))</p> <p>In particular, ensure that the staff are familiar with the missing-from-care records.</p>	06/07/2018
<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—</p> <p>the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma"); or</p> <p>a qualification which the registered person considers to be equivalent to the Level 3 Diploma.</p> <p>The relevant date is—</p> <p>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</p> <p>in the case of an individual who was working in a care role in a home on 1st April 2014, 1st April 2016. (Regulation 32 (4)(a)(b)(5)(a)(b))</p>	16/11/2018
<p>The registered person must ensure that— within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")—</p>	06/07/2018

has spoken to the user about the measure; and

within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35 (3)(b)(i)(c))

In particular, ensure that records of restraints are fully completed.

Inspection judgements

Overall experiences and progress of children and young people: good

Children benefit from a child-centred, caring ethos. The staff are committed to and have good insight into the children's needs, which they are well equipped to meet. The manager and the staff team consistently focus on the emotions behind the children's behaviours and not on the specific behaviours themselves. The approach is reflective, and enables successful responses to the children's needs.

The staff skilfully teach the children everyday routines, such as using a knife and fork, hanging washing out and baking a cake, to encourage the children to gain a greater understanding of life skills. When engagement is difficult, the staff seek creative solutions to encourage the children to participate in topics of learning, which also support their education. The staff are proactive; they think ahead and demonstrate their commitment to the children in their care.

When appropriate, the staff support safe, managed contact with families, which helps the children to develop relationships that will sustain them into adulthood. The staff understand family dynamics and build relationships with families, and use these experiences to enhance outcomes for the children.

Children experience and take part in a wide variety of social and leisure activities. These include frequent trips out in the community, going for walks, shopping, and trips to The National Museum of Natural History, or just watering the flowers in the garden. The staff work together to bring happiness to the children so that they can enjoy life and smile. The children benefit from new life experiences that bring them great enjoyment and awareness of the world around them.

The home is pleasantly decorated and furnished throughout to meet the children's complex needs. The staff have worked hard and show an ongoing commitment to add warmth and special touches to the decor. The garden has an abundance of activities and

play equipment to enhance the children's sense of fun, learning and development.

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

The staff are distinctly aware of the children's individual vulnerabilities and the potential risks to their health, well-being and safety. The manager and staff successfully implement safety measures. Good staffing levels provide the children with constant supervision, care and support in line with their needs. This protects them and keeps them safe.

The registered manager and staff are very clear about risks. They assess these risks well and take appropriate steps to minimise and control them. Staff give children clear expectations and boundaries, and these work well. Consequently, the home is very settled and there are few instances of challenging behaviour, which means that the children are kept safe at this home.

Staff are proactive in preventing children from going missing; there has only been one episode since the last inspection. However, the missing-from-home protocols and logs do not include clear procedures or a process for the staff to follow in the event of a child going missing. This has no impact on the safety of the children who currently live at the home.

Staff de-escalate challenging behaviour successfully. Physical restraint is only used when necessary to protect the children or staff from harm. All of the staff are trained in the use of restraint. Incidents of restraint are recorded. However, the debriefing sessions with the staff and the children have not been reviewed by the manager or recorded in full. Although there is no direct impact on the children's safety and well-being, it means that opportunities for reflection on incidents are missed.

The effectiveness of leaders and managers: good

Strong, consistent and effective leadership is provided by a qualified and experienced manager who brings a wealth of expertise and knowledge to this role. The manager is respected and valued by staff, who benefit from his supportive leadership. He leads by example through his involvement in all aspects of the day-to-day running of the home.

Case records for the children reflect the work undertaken to support them. Regular audits and reviews ensure that the plans and assessments reflect the current and changing needs of each child. The staff have high aspirations for the children and work collaboratively to ensure that the children's holistic needs are known and met.

Staff spoken with during this inspection reported high levels of satisfaction in their roles and in the support that they receive from the manager. One member of staff spoke with real passion about their role. Another member of staff said, 'I left and then came back. They are a good company to work for and I only realised that when I left. They really care for the children here, and that's what I like.'

All of the staff are competent in their roles. They undertake mandatory training in core areas including safeguarding, physical intervention and first aid. In addition, the staff undertake more specific or targeted training resulting from consultation with the manager or supervision sessions. Specific training has included emergency rescue medication for epileptic seizure and anaphylaxis and auto-injection awareness. Training focuses on individual personal development plans, induction and the roles of the staff and their responsibilities to the children. This training ensures that the staff have the skills that they need to meet the children's individual needs. However, one member of staff has not completed a relevant level 3 qualification in the required timescale.

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: SC462450

Provision sub-type: Children's home

Registered provider: Satash Community Care Project Limited

Registered provider address: 25 Balham High Road, London SW12 9AL

Responsible individual: Thanaletchmi Loganathan

Registered manager: Vyramuthu Loganathan

Inspector

Cathy Russell, 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
W: <http://www.gov.uk/ofsted>

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