

# SC040175

Registered provider: The Drive Care Homes Ltd

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is owned by a private company. Its statement of purpose specifies that it will provide care and accommodation for up to six young people, aged between eight and 18, who have mild to severe learning disabilities.

The manager has been registered with Ofsted since April 2017.

**Inspection dates:** 18 to 19 June 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:** 8 January 2018

**Overall judgement at last inspection:** declined in effectiveness

**Enforcement action since last inspection:** none

## Recent inspection history

<b>Inspection date</b>	<b>Inspection type</b>	<b>Inspection judgement</b>
08/01/2018	Interim	Declined in effectiveness
22/08/2017	Full	Good
29/03/2017	Interim	Improved effectiveness
06/09/2016	Full	Requires improvement

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Young people living at this home benefit from care delivered by a stable staff team. The staff are attuned to the needs of the young people. They understand their individual needs and encourage them to participate by utilising a range of communication methods. Consequently, the young people's communication is improving.

Leaders and managers have ensured that the environment is well maintained, providing safe, personalised spaces that the young people are proud of. One young person said, 'I have been able to change bedrooms, I am more independent in keeping my room tidy now as I love it.'

Young people have opportunities to play and learn through games and activities. Staff are skilled in interpreting the young people's likes and dislikes. Staff understand the young people's individual needs and take them into account when planning trips and activities that stimulate and please the young people.

The manager and his team have high aspirations for the young people, and work determinedly to support children to achieve as much independence as possible. As a result of this, young people are gaining new skills.

The young people attend school regularly. There is effective inter-agency work between the home and schools. This ensures a consistent approach to behaviour management and a shared understanding of the learning needs of the young people.

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

The safeguarding culture at the home is well embedded. The staff know what to report, to whom and when. Allegations are reported in a timely manner. Concerns are shared effectively to enable wider agency working. Learning from a spike in allegations has been used to improve practice. Clear strategies provide staff with the guidance required to manage complex behaviours.

Risk assessments are thorough. They detail complex individual risks and guide staff with clear instructions. Records are signed, discussed in team meetings and reflected upon in supervision. As a result, the staff are well prepared to take the action required to reduce risk.

Social stories are used to support the young people to understand their care needs. Staff use them to prepare the young people for change, and to underpin their care plans. The young people contribute to their plans through sessions with their key workers.

The young people's views are frequently sought. Long-serving staff are skilled in interpreting the young people's wishes and feelings. They use these to inform plans for the home and the young people.

The use of physical intervention is low. The registered manager analyses behaviour to identify triggers, patterns and trends. He uses this analysis to inform plans for the young people to ensure that their needs are met. Staff have a clear understanding of the behaviour management plans for the young people, and are skilled in de-escalation.

### **The effectiveness of leaders and managers: good**

The registered manager has completed his level 5 diploma. He has high aspirations for the young people. His focus and attention to detail are improving outcomes for the young people. The manager leads his team inspirationally; team members share his passion and drive with regard to supporting the young people. The relationships between the staff and young people are genuinely warm and positive.

Staff feel well supported. Supervision is regular and the expectations of leaders and managers are clear. Team meetings are used to share learning, for example regarding online safety or guidance for staff around the use of pitch and tone when talking to the young people. Discussions with staff demonstrated that they had a good understanding of recently shared learning.

Social workers speak highly of the registered manager's effective communication. One commended him on engaging a hard-to-reach family. The open communication with the wider network enhances the care delivered to the young people. Plans are shared and individual needs are widely understood across the network. Families are frequent visitors to the home, and are very much included in the young people's plans.

Staff training is regular, and relevant to the needs of the staff team. The organisation uses independent specialists as needs arise. Recent consultation with a speech and language therapist resulted in bespoke training being developed to enhance the staff's understanding of a total communication approach.

Managerial monitoring is effective. The registered manager regularly drills down, to ensure that the home and records are kept in good order, and any shortfalls are quickly understood and remedied.

## **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:** SC040175

**Provision sub-type:** Children's home

**Registered provider:** The Drive Care Homes Ltd

**Registered provider address:** 18 Hatherley Road, Sidcup, Kent DA14 4BG

**Responsible individual:** Emmanuel Akpan

**Registered manager:** Ram Poudyal

## **Inspector**

Sarah Olliver: social care inspector

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