

1159903

Registered provider: Holistic Approach Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is operated by a private provider. It provides care for up to five children who may experience emotional and/or social difficulties.

The home registered with Ofsted in October 2015 and the manager registered in June 2020.

At the time of this inspection, three children were living at the home.

Inspection dates: 21 and 22 August 2024

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 10 October 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/10/2023	Full	Good
06/07/2022	Full	Good
09/06/2021	Full	Good
29/10/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Staff have a strong understanding of the children's needs and are passionate about their welfare. The staff provide excellent care, which promotes exceptional progress for children from their starting points. For example, staff provide information in a different language that enables one child to participate fully in the life of the home.

The manager advocates strongly on behalf of children so that they are able to access the right health provision for their needs. Children are helped to overcome barriers to addressing their health needs due to the manager insisting that health services work flexibly to support children. As a result, some children now make their appointments and attend on their own.

Managers and staff work very well with external professionals to ensure that children's educational needs are met. All the children attend education full time. The staff carry out focused work with children to help them meet the aims and goals of their education plans. The children are well prepared for their futures and are able to develop their independence. One child was recently supported to pass qualifications to enable them to access further education.

The home is a nurturing environment where the children's views are regularly sought, acknowledged and understood. Staff meet with the children to enable them to explore and express their views, wishes and feelings.

Children personalise their bedrooms and are settled and happy at the home. Staff ensure that the home environment is welcoming, safe, clean and tidy. Health and safety checks are conducted regularly and health and safety risk assessments are reviewed regularly.

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

Children have extremely positive, caring and trusting relationships with staff. The staff know the children very well, invest time in them and promote their well-being through shared activities and celebrating their achievements. The children have a strong sense of stability and security. One child said, 'I feel safe here.'

The manager and staff strongly support children's positive behaviours. Clear rules and consistent boundaries are in place which reflect the children's age and understanding. Staff carry out focused work and reflection with the children to help them to identify creative ways to manage their feelings. This helps the children to understand the impact of their behaviours.

The staff have a comprehensive knowledge and understanding of the children's risks and vulnerabilities. They take time to talk to the children and educate them about risk. Staff support children in finding alternative strategies, to de-escalate situations. This

significantly reduces risks and improves children's ability to keep themselves safe. Children have a strong sense of well-being, which means they rarely go missing from home. When children do go missing, staff take appropriate steps to escalate concerns to relevant professionals and family members.

The extremely positive relationships between the staff and children mean no physical interventions have been required since the previous inspection. Staff help the children to reflect on their behaviours and identify their own reparative actions to reduce negative consequences. The children are learning to recognise and manage their behaviours independently.

The manager and staff use research to inform and develop secure relationships with the children. Research-based help and support sessions enable the children to explore and understand a range of issues that affect their daily lives. This helps to improve outcomes for children.

The effectiveness of leaders and managers: outstanding

The manager speaks passionately about his role and the care provided to the children. He reflects on his own practice and that of staff, to enable staff to continually develop and improve practice and the quality of care provided to children.

The manager encourages high standards of care from his staff and is ambitious about what they and the children can achieve. The staff team is stable and there is a good training programme in place. Staff feel exceptionally well supported and speak positively about the manager's high expectations and professional values.

Professionals involved with the children are extremely complimentary about the efforts of the manager and staff to support the needs of children. For example, the manager recently successfully challenged a placing authority about the poor timing for two children leaving care. A social worker said, 'I have a lot of time for the home. They take care to support the child's identity and help them belong. I trust their judgement.'

The manager actively promotes tolerance and equality to support the children, who come from diverse backgrounds. The manager and staff support children to develop their own identity by taking time to research their cultures and religions.

Staff receive regular supervision and appraisals that consider the children's needs and progress. However, reflective discussions are not evident in some records. The manager has recently revised supervision templates to ensure professional reflection takes place.

What does the children's home need to do to improve?

Recommendation

- The registered person should ensure that staff supervision enables staff to reflect and act on how they are feeling, specifically in respect of how they may be affected by the behaviour of the children they care for. ('Guide to the Children's Homes Regulations, including the quality standards', page 39, paragraph 8.15)

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, 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: 1159903

Provision sub-type: Children's home

Registered provider: Holistic Approach Limited

Registered provider address: 99 Parkway Avenue, Sheffield S9 4WG

Responsible individual: Brian Lewis

Registered manager: Christopher Baker

Inspector

Debbie Dawson, Social Care Inspector

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