

1228919

Registered provider: Anderida Adolescent Care Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is registered to provide care for up to two children with social, emotional and mental health difficulties. It is owned and run by a private organisation. At the time of the inspection, two children were living in the home.

The registered manager has been in post since June 2020.

Inspection dates: 23 and 24 August 2023

Overall experiences and progress of children and young people, taking into account **outstanding**

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

The effectiveness of leaders and managers **good**

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: 1 November 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/11/2022	Full	Good
15/03/2022	Full	Good
07/08/2019	Full	Outstanding
10/07/2018	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children in the home make excellent progress in relation to their starting points. They are cared for by staff who are ambitious about their futures, encourage them to succeed and celebrate their achievements. One child recently left the home in a planned and positive way after a previous history of unplanned endings. The staff continue to support children in a thoughtful and meaningful way once they move to a new home, to ensure continued progress.

The children speak positively about the staff and their experiences of living in the home. Children feel safe, nurtured and well cared for. They are confident to explore their identity and be who they want to be. Staff help them to access specialist support groups when needed. Children are encouraged to be as independent as possible. As a result, children demonstrate increasing self-confidence and understand appropriate levels of risk in the community.

Careful and comprehensive plans and assessments ensure that staff can support children in an informed way and provide a high quality of care. These plans are updated regularly and reflect children's complex needs. This planning is carried out in collaboration with other professionals, children and their families.

Staff develop excellent relationships with external professionals and families. Parents feel well informed and supported by staff and professionals report that they are very happy with the care that the children receive.

Children are supported to keep in close contact with appropriate friends and family. This enables them to maintain these positive relationships in a safe and considered way.

Staff support the children in a skilful and sensitive manner to ensure that their health needs are met. Staff attend routine appointments with the children and engage with all aspects of their care, including where there are known fears and phobias. Children make significant progress in relation to their health and well-being.

Staff and managers go above and beyond to ensure that the children's educational needs are met. Children now attend school more regularly since living in the home. One of the children received their exam results during the inspection and was elated with the results that they had achieved. This was celebrated by everyone in the home.

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

The safety and well-being of the children are unquestionable priorities for everyone in the home. Staff understand extremely well the complex risks that the children face and work confidently to encourage the children to keep safe. Children feel that they can speak to staff and know that they will be listened to when difficult situations occur.

When concerns arise, managers and staff take immediate action, follow clear procedures and inform the relevant agencies. They work collaboratively with others to minimise the ongoing risks to children and ensure that documentation is clear and thorough.

Staff appropriately involve children in developing safety plans that are meaningful and effective and guide staff in how to support them. One of the plans seen during the inspection was excellent and demonstrated creative ways to work with the child. This has been the catalyst for increased independence for the child.

Staff are exceptionally well trained in managing challenging incidents. They use caring language to encourage positive behaviour and choices by the children. When physical restraint is used, it is recorded clearly and is applied for the minimum time needed to help keep the children and others safe.

Staff use research to inform their practice. They use loving and supportive language and follow the home's therapeutic approach and model of care. This helps the children to feel safe and make significant progress. For example, incidents of children harming themselves have reduced.

The effectiveness of leaders and managers: good

Staff speak highly of their relationships with managers and the support that they receive to further their development. Regular and well-documented supervision allows staff to reflect on their practice, their own well-being and the experiences of the children.

Managers have a good understanding of the progress that the children make and acknowledge this with them in an appropriate and nurturing way. Managers are ambitious for children's futures. When insufficiencies are identified in the plans for the children's care, they challenge other agencies effectively, or support the children to be heard.

Managers and staff regularly seek the views of the children, using a variety of methods. These include questionnaires, visits from the independent person and through informal time with the children. Children's views have resulted in the decoration and refurbishment of the home and have been included in other aspects of the home's development plan.

Managers continue to recruit new staff to the team. Recruitment processes follow safer recruitment principles. These ensure that staff working in the home are suitable. The home makes good use of staff from across the organisation to complement their staff team and provide greater consistency for children.

Staff working in the home promote diversity and inclusivity; they model a positive culture of tolerance and respect in the home. This has enabled the children to explore their own identity in a positive way.

The previous requirements and recommendations from the last inspection have been met. Managers have good oversight of the home and work to ensure that they are aware of any strengths and weaknesses. However, there are some gaps in the records in relation to the manager's review of incidents. The impact of this is low, as she is very involved with practice and works closely with staff and children to ensure that high standards of care are maintained.

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: 1228919

Provision sub-type: Children's home

Registered provider: Anderida Adolescent Care Ltd

Registered provider address: Anderida Adolescent Care Ltd, Neville Mews, 6a
Neville Road, Eastbourne BN22 8HR

Responsible individual: Erica Castle

Registered manager: Stacey-Anne Armour

Inspectors

Jay Shekleton, Social Care Regulatory Inspector
Lee Kirwin, Social Care Regulatory Inspection Manager

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