

1231812

Registered provider: Meadows Care Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is operated by a private company. It is registered to provide care and accommodation for up to four children who have experienced adverse childhood experiences that have led to associated trauma and presenting complex behaviours.

The manager has been registered with Ofsted since September 2016 and has a level 5 qualification in leadership and management.

Due to COVID-19, at the request of the Secretary of State, Ofsted suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. Ofsted returned to routine SCCIF inspections on 12 April 2021.

Ofsted last visited this home on 28 January 2021 to carry out a monitoring visit. The report is published on the Ofsted website.

Inspection dates: 17 and 18 January 2022

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 **outstanding**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 10 March 2020

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/03/2020	Full	Good
08/11/2018	Full	Good
23/10/2017	Full	Good
21/03/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Since the monitoring visit in January 2021, one child has moved into the home and one child has left. At the time of this inspection, two children lived at the home.

Children are positive about the care that they receive. Children told the inspector that they feel confident to talk to any member of staff about anything. One child told the inspector that they would like to stay at the home for as long as they can.

Children make good progress in key areas of their life. This is because of the close relationships that they have with the staff and the consistent, individualised support that they receive from them. One family member said, 'They are just perfect, very helpful and doing the very best to support [name of child], much better than any other place they have lived.'

One child attends school regularly and is making good progress from their starting point. Another child lacks motivation and requires constant encouragement to attend and engage. Staff are ambitious for the children and the registered manager challenges providers when they feel improvements are needed. One education tutor told the inspector, 'Despite the child not wanting to do education, they are very good at encouraging him to attend. He is close to now earning qualifications.' Because of the staff's proactive approach, children make measurable progress.

Despite facing significant challenges, children's self-esteem and confidence improve significantly. Children plan for further education and some aspire to care for children. Staff support children through a nurturing approach and project work. One child has been helped to overcome confidence issues and the day before the inspection had taken part in her first dance show. Members of staff and the clinician of the home all attended to watch and support the child. Children make excellent progress socially and emotionally and have high aspirations for their future.

Training in therapeutic approaches and an understanding of attachment theory underpin staff practice. Regular consultations with a clinical psychologist are used well and are effective in improving staff practice. This enables staff to better understand the reasons behind some of the children's behaviours and provide a nurturing environment in which children thrive.

Staff support children with their health and well-being. Staff demonstrate an ability to seek specialist help when this is necessary and have undertaken research to meet the specific needs of the children they care for. The multi-team approach means that children's needs are responded to effectively.

Staff have helped children to stay in touch with people who are most important to them throughout the COVID-19 pandemic. Staff plan visits carefully in line with restrictions and make sure that telephone and video technology is readily available.

This supports children to continue to have positive experiences with family and friends.

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

Children share their worries and concerns with members of staff, due to the close and nurturing relationships that they have. Individual crisis management plans are updated regularly to include any new information that can reduce risks. Risk assessments are completed with the individual child in mind and reflect the child's own understanding of each risk. Staff follow the guidance in children's plans and assessments well. Consequently, children feel supported and are protected.

Staff educate children around risk. Children take part in project work with staff to address identified risks and raise their awareness about topics of concern. This direct work includes anti-bullying approaches and internet safety. This positive work enhances children's knowledge of risk and allows them to take the lead in their learning. Because of this, children are educated about the risks that they may face.

Staff de-escalate incidents well, which means that the need to physically intervene to keep children and others safe remains low. The registered manager provides close scrutiny of all incidents and measures of control to ensure that their use is fair and proportionate. When areas for development are highlighted, such as a sanction that was deemed unfair, the manager is quick to address this and provide further learning to the team through development days. Good management oversight and prompt action to address issues means that children are treated fairly and stay safe.

Staff ensure that the home environment is safe for children to live in. A range of health and safety checks are carried out to assess whether there are any hazards which could pose risks to children. Children take part in regular fire drills to ensure that they know how to safely evacuate the home in case of such an emergency.

Managers ensure that adults who work in the home are vetted thoroughly before they work with children. As a result, children are kept safe.

The effectiveness of leaders and managers: outstanding

A suitably qualified and experienced registered manager leads the staff team, supported by two deputy managers. The manager maintains excellent oversight of the service with exceptional auditing tools and is able to drive improvement in the quality of care provided for children.

The registered manager keeps the children at the heart of all she does. She is inspirational and ambitious for the children and ensures that this ethos spreads through the entire staff team.

The manager has a good knowledge of the children's starting points and what they have accomplished since living at the home. Management oversight and monitoring

processes are highly effective. As a result, the registered manager has a good insight into the home's strengths and areas for development.

Staff enjoy working at the home and are positive about the support they receive from the manager. She is ambitious for the children and is passionate about developing staff. Staff are provided with development days, including work on understanding and implementing quality standards and legislation. In addition, these days enable the registered manager to provide updated information and guidance to staff.

Supervision sessions are regular and of high quality. These help staff to generate ideas and to reflect on their practice. New staff are well supported through a clear, effective induction process. This ensures that children receive high-quality care from skilled and well-informed staff.

The majority of staff hold the required level 3 diploma. A small number of staff are currently working to achieve this and plans are in place to ensure that they complete this within the required timescales. Staff are also provided with a wide range of training that informs their practice and meets children's individual and diverse needs.

Children's views are central to the running of the home. Staff consult children on all aspects of their care and support them to take increasing control of the decisions that affect them. Children confirmed that staff listen to them and that their views are valued. The registered manager ensures that children receive feedback about any requests they have made.

The manager and the two deputy managers have excellent relationships with children's families and professionals to ensure that children's needs are met effectively. This partnership working results in the children receiving good-quality and coordinated care.

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: 1231812

Provision sub-type: Children's home

Registered provider: Meadows Care Limited

Registered provider address: Meadows Care Ltd, Egerton House, Wardle Road, Rochdale, Lancashire OL12 9EN

Responsible individual: Lara Elsegood

Registered manager: Marianne Eames

Inspector

Kev Brammer, Social Care Inspector

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