

1235654

Registered provider: Horizon Care and Education Group Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home provides care for up to four children who may require support for social and emotional needs. The home is owned and operated by a private organisation.

At the time of the inspection, four children were living in the home. Three children were spoken to during the inspection.

The registered manager has been in post since July 2022.

Inspection dates: 28 and 29 January 2025

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 14 February 2024

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/02/2024	Full	Outstanding
08/11/2022	Full	Good
20/07/2021	Full	Good
05/03/2020	Interim	Improved effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

Children live in a warm and welcoming home. The home is filled with photos of the children, creating a sense of belonging. Children are actively consulted about the decoration of their home, including their bedrooms, where their personalities shine through. Children speak positively about their experience of living in the home.

Children have developed trusting and secure relationships with staff, creating a space for them to thrive. Children actively seek out staff for support or comfort. Staff take the time to truly understand each child's personality and individual needs.

Staff actively listen to children, ensuring their voices are heard and valued. They create an environment where children feel safe and can express themselves freely. Staff have sensitive and thoughtful discussions with children. Records of conversations are written with the children in mind.

Children's health needs are met. Following a recent diagnosis for one child, staff have taken a considerate approach to help the child understand their condition. They have used age-appropriate books and a doll to explain the diagnosis in a way that the child will understand. This results in the child feeling supported and their well-being is promoted.

Staff are dedicated to helping children maintain relationships with those people who are most important to them. By supporting these relationships, staff contribute to children's overall well-being and sense of belonging.

Not all children attend their education provision. However, for the children who do attend it is reported that they make progress. When concerns arise regarding educational attendance, staff are proactive in encouraging children to attend. Regular meetings are held with children's wider support network to develop and implement a tailored plan. Staff understand the importance of education and advocate for children to attend provisions that are best suited to their needs.

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

Since the last inspection there has been a significant reduction in incidents of children going missing from home. When children do go missing, staff respond promptly and follow the missing protocols, coordinating efforts effectively. Staff search local areas and notify all relevant professionals. After children return, local authorities conduct return home interviews, giving children the opportunity to discuss the reasons for going missing. Additionally, staff have follow-up conversations with children after such incidents. Each missing episode is reviewed by the manager, with an evaluative approach.

Safeguarding incidents are rare. For one child, there has been a considerable reduction in substance misuse since the last inspection. Risk assessments are consistently reviewed and updated after any incidents of concern. They provide clear and detailed guidance on the actions staff need to take if a concern arises.

Staff take the time to understand each child's previous experiences and development needs. They offer positive reinforcement, celebrating achievements and milestones. By responding to children in a nurturing and supportive manner, staff create an environment where children feel secure, valued and safe in their home.

The manager understands the importance of safer recruitment. Only those people who are thoroughly vetted and deemed safe to work with children are employed.

Staff receive appropriate training to meet the needs of the children. In addition to core training, staff undergo training specific to the individual needs of the children. This ensures staff are equipped to provide effective care to the children.

The effectiveness of leaders and managers: good

The home is led by a dedicated and committed manager. Staff speak positively about the support they receive from the manager. When the manager was absent for a period, the home was managed effectively by the deputy, with support from the responsible individual. This resulted in minimal disruption and impact on the children.

Following the manager's return to work, the plans in place to manage potential risks were not sufficiently detailed. Furthermore, investigations were not sufficiently robust. There have been delays in initiating reflective discussions and identifying lessons that could be learned. Although there has been reflection by both the manager and the responsible individual, there has been a lack of follow-up action. Opportunities to incorporate these lessons into staff training and development have been missed.

Staff receive regular supervision and participate in team meetings. Staff have dedicated time to reflect on their practice and focus on their ongoing training and development. They have access to a psychotherapist, offering them valuable support for personal reflection and professional growth. This encourages staff to explore their practice, helping them gain deeper insights into how best to support the children in their care.

The manager and staff maintain collaborative relationships with external professionals, ensuring open and ongoing communication. This results in well-coordinated plans for children, ensuring their needs are met. One professional said the manager and staff 'are just fabulous'.

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

Recommendation

- The registered person should ensure that staff skills in safeguarding are updated and refreshed when lessons have been learned from allegations made against staff and that this is completed in a timely manner. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 9.12)

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: 1235654

Provision sub-type: Children's home

Registered provider: Horizon Care and Education Group Limited

Registered provider address: Venture House, Prospect Business Park, 12 Prospect Park, Longford Road, Cannock, Staffordshire WS11 0LG

Responsible individual: Daniel Goldie

Registered manager: Grace Glover

Inspector

Jess Baines, Social Care Inspector

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