

1236832

Registered provider: Benjamin UK Ltd

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately run home offers therapeutic support, education and care for up to four children who may have experienced neglect, abuse or trauma that has left them vulnerable.

Education is offered at a linked provision on a different site. The inspector only inspected the social care provision at this site.

The manager registered with Ofsted on 4 June 2024 and is working towards a relevant level 5 qualification.

Inspection date: 21 January 2025

Date of last inspection: 25 June 2024

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Information about this inspection

At this inspection, the inspector evaluated:

- the care of children
- the safety of children
- the effectiveness of leaders and managers.

The inspector has looked closely at the experiences and progress of children, using the social care common inspection framework. This assurance 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'.

Findings from the inspection

We did not identify any serious or widespread concerns in relation to the care or protection of children at this assurance inspection.

One child was living at the home at the time of this inspection. The child was spoken with and seen during the inspection.

Two children have moved out since the last inspection. Their moves were planned in liaison with relevant professionals and were well managed. One child has moved into the home recently. They are making good progress and have been able to feel safe enough to start attending education.

The child's social worker and independent reviewing officer both said that the child is safer since living at the home. They said that there has been a notable decrease in the frequency and severity of incidents during which the child had felt overwhelmed. They attributed this to the warmth of staff's care for the child. The child's independent reviewing officer also said that staff's calm attitude and the care that they offer enable the child to 'engage in a way that they never could in previous placements'.

The child said that they feel safe and like living in the home. They said that the time they have spent with staff is fun. Staff support the child to attend a weekly basketball club, go swimming and have a day out doing motocross. The joint and fun nature of these activities has helped the child to develop trusting relationships with the staff who care for them. As a result, staff have not had to call out the police to manage the child's behaviour, and they are able to de-escalate crisis situations well.

The manager is suitably experienced and qualified for the role. He has grown and developed in his role since the previous inspection. He has worked alongside senior leaders to make the changes required. This has enabled him to monitor themes more consistently and ensure that staff have a good level of guidance and oversight. The manager spoke of finding a balance between a style of leadership that allows him to empower the staff team and not micro-manage them.

Staff are welcoming of the changes made by the manager and the senior leadership team. Staff said, 'The house is much more settled now since the last inspection. We have strengthened ourselves and are better able to respond to incidents.'

Staff speak warmly of the manager; they feel well supported and challenged by him. Morale appears higher than at the last inspection and the staff team is now stable. One member of staff said, 'The manager is a great manager; he really acknowledges the team's strengths and upskills the team.'

Staff are provided with a comprehensive programme of training. Where there are gaps in staff's knowledge, the manager picks these up and commissions training to meet these needs. Learning from training is embedded in practice through regular team meetings.

Senior leaders have implemented a serious incident review process since the last inspection. This has ensured that all incidents that meet the threshold for Ofsted notification have been identified and escalated appropriately. Incidents are better and more holistically managed as the reviews are attended by therapeutic and safeguarding staff, as well as being chaired by a senior leader. This level of oversight has ensured that children have been kept safe since the last inspection.

One staff member is still outside of timescales to achieve a relevant qualification. This requirement has been restated. However, the manager now has a system in place to track this and to support the member of staff to complete the required work.

The manager and senior leadership team have started work on producing child-friendly templates and ensuring that staff understand the importance of their recording as a part of the child's life story. While staff's records of time with children have improved, there are still words such as 'absconding' being used. These are institutional and not in line with the ethos and values of the home. This recommendation has been restated.

The manager has met four of the five requirements that were raised at the last inspection. One requirement and one recommendation have been restated.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
25/06/2024	Full	Requires improvement to be good
05/03/2024	Full	Good
26/04/2022	Full	Good
05/01/2022	Full	Good

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

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, The Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained— the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma"); or a qualification which the registered person considers to be equivalent to the Level 3 Diploma. The relevant date is— in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls two years after the date on which the individual started working in a care role in a home. (Regulation 32 (4)(a)(b) (5)(a))	31 May 2025

Recommendation

- The registered person should ensure that records relating to children are written in child-friendly language and that the language used to describe children is appropriate. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, 14.4)

Children's home details

Unique reference number: 1236832

Provision sub-type: Children's home

Registered provider: Benjamin UK Ltd

Registered provider address: Coach House, White House Court, Hockliffe Street,
Leighton Buzzard LU7 1FD

Responsible individual: Claudette Rudman

Registered manager: Aris Papadopoulos

Inspector

Majella Russell, Social Care Inspector

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