

1240433

Registered provider: Esland North 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 on a medium- or long-term basis. It supports children who experience social and emotional difficulties because of past trauma. The home provides a safe, nurturing and stimulating environment to help children to achieve their full potential.

A recent variation was approved to increase the number of children from three to four. At the time of this inspection, there were four children living at the home.

The manager registered in July 2020 and is currently undertaking her diploma in leadership and management at level 5.

Inspection dates: 2 and 3 August 2022

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: 14 December 2021

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/12/2021	Full	Outstanding
10/09/2019	Full	Good
29/01/2019	Full	Requires improvement to be good
01/11/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The home's statement of purpose is reflective of the excellent therapeutic and individualised care the staff provide. Children are supported very well to make their views known, which helps the children to grow in self-confidence and have a voice in their day-to-day care. Care plans are very much centred around the child and written in consultation with them. This helps them to take ownership of how they want their needs to be met.

Children are exceptionally well cared for by a dedicated and committed staff team. Their individual needs, risks and vulnerabilities are well known and well documented. This underpins the quality of care provided and the individualised approach in understanding how childhood trauma impacts on children's emotional well-being.

All the children have increased their engagement with education since coming to live at the home. The manager will actively challenge and advocate on behalf of the children to ensure that the right learning environment is in place for those children who are new to the home. The manager and staff unpick the barriers to education for children effectively and are quick to find solutions. One child was supported by staff to undertake their GCSEs shortly before a life-changing event. This is a testament to the child's determination to achieve.

All the children's physical health needs are attended to, and they engage in active lifestyles and healthy diets. Children enjoy spending time with each other and will regularly sit around the large dining room table to eat their evening meal together. The home is adorned with the children's art and craft work, which truly replicates a homely feel and sense of familiarity.

The manager and staff are very attuned to the children's emotional needs and identity choices. The strong and unconditional relationships children have with staff allow them to feel accepted and build on their self-esteem and sense of self.

Care plans and case records are of excellent quality and fully up to date. Partnership working is effective. Feedback from families and other agencies is very positive. This has promoted excellent outcomes for the children.

The children have very diverse and complex needs. The standard of professional practice in meeting those needs is consistently good and results in measurable and sustained improvements relative to their starting points. One child has been supported throughout a life-changing event when future living arrangements were so uncertain. The unwavering support from a dedicated manager and staff team has helped the child to mature and really embrace her new beginnings.

The children are exposed to a range of experiences and activities which are tailored to their interests. They are supported to develop their independence dependant on their individual needs in preparation for their transition into adulthood. Staff work hard with the placing authority in ensuring that children move on to the right provision with the necessary support when they leave the home.

Time spent with immediate and extended family members and previous carers is very much promoted. This facilitates relationship building and positive engagement.

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

Children spoken to during the inspection said that they feel safe, valued and listened to. Staff work hard to foster warm relationships based on respect for each child, and they encourage the children to share any concerns they may have. This approach helps to better protect children during times of emotional distress.

The manager's dedication keeps everyone together and she wants nothing but the best for the children. The needs of children are wide ranging and multifaceted, but the manager's commitment to continual improvement means that the children have an exceptional level of support. This creates a stable and safe environment, which has been previously lacking in the children's lives.

The manager is resolute when seeking specialist support for the children. She aims to help each child to cope with their difficulties. As a result, self-harming and missing-from-home incidents are low. The children are being supported to recognise what their emotions mean, which helps them to channel their thoughts and feelings in a more positive way.

The manager carries out detailed risk assessments and behaviour support plans, which are kept under constant review. These enable staff to understand each child's strengths, risks and vulnerabilities. The children receive help from well-defined and consistent boundaries through a kind and nurturing approach which promotes their ongoing progress and development.

Risks and influences within the wider community are well understood, and effective strategies are used to check and disrupt unhealthy relationships. Staff have access to children's social media accounts to carry out regular checks. The children respond well to guidance about the risks posed by the internet and unsafe friendships online.

Children's needs are carefully risk assessed prior to them moving into the home. The impact on the other children is deliberated and well thought out. The manager was quick to create a plan to ensure that the staff had the direction they needed for one child. This approach helped to protect the status quo of the home and minimised the potential disruption to the other children.

The effectiveness of leaders and managers: outstanding

Since the last inspection, the manager has grown from strength to strength. Her absolute commitment to the children in her care is commendable. The manager has demonstrated that she will do 'whatever it takes' to ensure that children's needs and sense of security are being acted on. She has proven this through effective challenge at the highest level.

The manager is highly motivated, and this rubs off on a dedicated and committed staff team. There have been no changes to the staff team since the last inspection, which is testament to the support, training and guidance that staff say they receive.

Team meetings go beyond talking about the business of the day. The manager will disseminate learning from research and have topical discussions with her staff team on a range of relevant subjects. Staff describe their manager as 'amazing' and say that she will always take time out of her very busy schedule to listen and advise them. These attributes promote a well-balanced and skilled workforce and benefit the children greatly.

Relationships with other professionals are excellent, and the manager will advocate strongly for children when the need arises. She ensures that there is an effective team around the child approach, recognising the importance of multi-agency working to improve the lives and outcomes of children.

Staff retention is excellent. Any new members of staff experience a well-coordinated induction and probationary period. Continuous professional development is encouraged, and many staff have progressed across the organisation. This provides the children with continuity and consistency of 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: 1240433

Provision sub-type: Children's home

Registered provider: Esland North Limited

Registered provider address: Esland Limited, Suites 1 and 5, Riverside Business Centre, Foundry Lane, Milford, Belper DE56 0RN

Responsible individual: Kerry Morley

Registered manager: Cemile Turkmen

Inspectors

Cath Sikakana, Social Care Inspector
Ruth Jackson, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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