

1240433

Esland North Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home provides care for up to three children or young people on a medium and long-term basis. The home accommodates children and young people who have emotional, social and behavioural difficulties as a result of past emotional sexual or physical trauma. The home provides a safe, nurturing and stimulating environment to help children and young people achieve their full potential.

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

Inspection date: 5 January 2021

This monitoring visit

Ofsted is aware of the challenges that COVID-19 is currently posing to those we inspect and regulate. The visit took place during a period of national restrictions and was conducted remotely.

The children and young people living at this home have stability of care from a consistent, passionate and diverse staff team. This has helped the children and young people make measurable and sustained progress in all aspects of their lives. One young person's confidence has grown to the extent that she is a spokesperson on the Youth Council for children in care.

The children and young people are settled and view this home as their home. For all the children and young people, it has been their longest placement, and this has given them a sense of security and permanence.

The staff and manager ensure that the children and young people have a voice in their day-to-day care. They are encouraged and supported to participate and even chair their 'looked after' review meetings. As a result, the children and young people have become more self-assured and have a greater say in decisions about their lives and future aspirations.

Despite the ongoing restrictions in place due to the COVID-19 pandemic, children and young people have been supported to keep in touch with their family members. The children and young people have been supported by staff in finding more creative ways of communicating with their families, such as through rap poetry and online gaming. One young person was supported to have face to face supervised family time over the Christmas period. This has continued to support, repair and nurture family relationships during these challenging times.

Maintaining continuity in education has been a priority during the COVID-19 pandemic. Effective and regular communication with teachers, education providers, schools and colleges has enabled the children and young people to continue to progress and achieve academically. One young person has successfully completed GCSE examinations and is now attending college.

Those children and young people who used to go missing, no longer do so. The children and young people who used to place themselves at risk of criminal and sexual exploitation, do not do so anymore. This is due to staff diligence, and the close working relationships with external agencies and specialist support services.

The quality of the individualised care provided has helped the children and young people to understand the consequences of their actions. They are now trusted to have free time in the community, unsupervised family time and greater use of social media.

The need for physical intervention has been minimal, and only used in exceptional circumstances to protect against any harm coming to the child or young person and to others. The manager uses evaluation and debrief to support staff and takes learning to inform future practice.

The manager and staff are good advocates for the children and young people in their care. They understand the policies and procedures that underpin the safety and protection of children and young people. The well-documented risk assessments inform staff practice and ensure an individualised response to the needs of the children and young people.

The manager has been registered since July 2020. Despite being a new manager, and with the additional challenges of the COVID-19 pandemic, she leads and manages the home well. She is committed to the children and young people under her care.

The manager has embedded a culture within her staff team of providing high-quality individualised care. New staff are inducted well and given the opportunity to understand the children and young people's histories. This gives staff the foundation to form good relationships with the children and young people.

The manager understands the strengths and weaknesses of the home. She takes action to rectify any shortfalls, such as the consistency and regularity of supervision and appraisals. This ensures that the staff are supported, and their well-being is

given priority. The manager's oversight of the home is consolidated through monthly audits and independent scrutiny.

The manager is very hands-on in her approach and leads by example. Independent advocacy services have also been used to ensure that the children and young people have access to additional support. This helps to ensure that the children and young people are listened to and heard, and that decisions made are in their best interests.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/09/2019	Full	Good
29/01/2019	Full	Requires improvement to be good
01/11/2017	Full	Good
24/01/2017	Full	Good

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 1240433

Provision sub-type: Children's home

Registered provider: Esland North Limited

Registered provider address: Esland Ltd, Suite 1, Riverside Business Centre, Foundry Lane, Milford, Belper, DE56 0RN

Responsible individual: Elisabeth Brownlees

Registered manager: Cemile Turkmen

Inspector

Cath Sikakana, social care inspector

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Piccadilly Gate
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Manchester
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