

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 may experience social and emotional difficulties because of past trauma. Two children were living in the home at the time of the inspection.

A new manager registered on 20 December 2023 to cover long-term leave of the existing registered manager.

Inspection dates: 30 and 31 January 2024

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 **good**

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

Date of last inspection: 2 August 2022

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
02/08/2022	Full	Outstanding
14/12/2021	Full	Outstanding
10/09/2019	Full	Good
29/01/2019	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

Staff use a caring and nurturing approach in order to create a welcoming family atmosphere in the home. This positive environment helps children develop trusting relationships with staff. As a result, children feel confident to approach trusted adults to confide in if they are worried.

Children contribute to decisions made in the home. Children are aware of the home's complaints procedure and are able to use it effectively. Complaints are taken seriously and investigated. This gives children a compelling message that their voice is important. This ensures that children feel valued and respected.

Education attendance is variable. Staff understand the barriers to children's learning, and advocate for children so that they get the right educational support. This helps children to learn to recognise the importance of education.

Children's health needs are well met by staff. Staff also help children to access regular therapeutic support from clinicians. In addition, staff have ongoing discussions with children to help them process their thoughts and feelings about their past lived experiences.

Children enjoy a range of leisure activities. These activities allow children to have age-appropriate experiences and develop their self-esteem. Staff reach out to those people who are important to children, to enable these links to be maintained. In addition, staff remain in contact with children who have moved on. This ensures that children maintain strong support networks.

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

Staff fully understand children's risks. Detailed risk management plans identify children's risks and vulnerabilities. Staff apply strategies to minimise risk, and keep them under review. This ensures that the staff are able to keep children safe.

Staff work with children to develop their understanding of risks in an age-appropriate way. Ongoing discussions on topics such as healthy relationships, dangers of going missing from care and online safety help the children to understand how to keep themselves safe.

Missing-from-home procedures are followed when children leave the home without permission. All children have a missing-from-home support plan, with clear steps to take should children go missing from care. Children are given opportunities to reflect following these incidents. Clear management oversight of records ensures that staff's actions are appropriate.

Staff provide children with a calm environment. Consistent strategies to influence

children's behaviour mean that the children feel safe. As a result, there have been no incidents of physical intervention since the last inspection.

Leaders and managers adhere to safer recruitment procedures. They complete all necessary employment checks and verification processes for new staff. Allegations against staff are appropriately referred on, and addressed in line with statutory safeguarding procedures. This ensures that children are safeguarded effectively.

Bedroom door alarms are used to monitor the movement of children in the home. However, for one child, there are no safeguarding reasons for this measure to be in place. This does not give reassurance that this monitoring system is being used purposefully.

The effectiveness of leaders and managers: good

The registered manager has recently gone on long-term leave. A new registered manager has taken over for this period. The responsible individual has vigorous oversight of this home while the new manager settles in. There has been a seamless handover period, which has ensured that there is continuity in the care provided to children.

Internal and external monitoring systems enable the leaders and managers to review the quality of care that children receive. This means that the service continues to evolve to meet children's changing needs.

Mandatory training is kept up to date, and there are systems in place for monitoring this. Staff are trained to meet the specific needs of the children they care for. Regular team meetings are used as a platform to share knowledge and practice issues. Support from the provider's therapists ensure that staff are equipped with strategies to provide consistent care to the children.

Staff work closely with social workers, therapists, educational professionals and the police. This provides children with consistent, joined-up care and support.

The staff are happy in their work. They benefit from regular informal and formal supervision. Formal supervision is not always reflective. This is a missed opportunity to provide staff with time and space to scrutinise and challenge their practice in order to improve the outcomes for the children.

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

Statutory requirements

This section sets out the actions that the registered persons 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 persons must comply within the given timescales.

Requirement	Due date
The registered persons may only use devices for the monitoring or surveillance of children if— the monitoring or surveillance is for the purpose of safeguarding and promoting the welfare of the child concerned, or other children. (Regulation 24 (1)(a))	12 April 2024

Recommendations

- The registered persons should ensure that systems are in place so that all staff, including the manager, receive supervision of their practice from an appropriately and experienced professional, which allows them to reflect on their practice and the needs of the children assigned to their care. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.2)

Information about this inspection

The inspector has 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 Ltd, Suite 1 & 5 , Riverside Business Centre, Foundry Lane, Milford, Belper DE56 0RN

Responsible individual: Kerry Morley

Registered managers: Cemile Turkmen and David Fairclough

Inspector

Evelyn Chafota, Social Care Inspector

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