

1241263

Registered provider: Aspire Care And Education Services

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned and provides care and accommodation for to up to six young people who have emotional and/or behavioural difficulties and children with learning disabilities.

Inspection date: 16 January 2018

Judgement at last inspection: Good

Date of last inspection: 19 July 2017

Enforcement action since last inspection: none

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged good at the last full inspection. At the interim inspection, Ofsted judges that it has **improved effectiveness**.

Staff have created a home for young people which emulates a family home, ensuring that young people live in an environment which is warm and nurturing, and where they receive a high standard of care. Through a Positive Behaviour Support model, staff place a strong emphasis on understanding the function of children's behaviour. Staff use this understanding to inform positive interventions, such as incentives, reinforcement and natural consequences such as sanctions. This preserves positive relationships and encourages positive behaviour, allowing children to achieve their full potential within the community. As a result, young people continue to make excellent progress in all areas of their lives.

Young people's needs and well-being are central to all aspects of how the home operates.

Passionate and dedicated staff have formed caring and nurturing relationships with

young people, and know them extremely well. One staff member said:

'Our strength is that we know the young people so well, and they are an absolute pleasure. The young people know how staff feel about them and this builds up their confidence and self-worth.'

This empowering and inspiring approach has resulted in young people achieving goals beyond the expectations of many who know them. One young person with very complex needs has recently been supported by staff to complete a Powerpoint presentation for her children looked after review. This resulted in the development of a meaningful understanding of her wishes and needs on the part of her parents and professionals, and has positively influenced the young person's important relationships.

One young person has been welcomed into the home since the last inspection. Managers carefully assessed the young person's needs, and the transition into the home was planned sensitively and safely, and took careful consideration of the impact the admission may have upon the other young people there. The young person's needs are complex, and staff have developed a creative care plan, which identifies achievable targets and guides the support provided. This has resulted in a consistent and nurturing approach, and the young person is making excellent progress in all aspects of her life.

Staff and managers give education a high priority and have developed excellent working relationships with education providers. This has resulted in a consistent approach to ensuring that young people are provided with the best possible education support. One young person will be taking four GCSEs this year and has recently begun lessons in Japanese.

Young people's health needs are monitored carefully, and staff ensure that they are able to contribute their wishes to the development and review of their healthcare plans. Young people are supported to participate in a wide range of activities of their choice, and are encouraged to develop hobbies and interests. Staff give consideration to young people's goals at each handover meeting, which enables them to provide opportunities and activities which young people enjoy and also contribute to their developmental targets.

The use of physical intervention in the home is infrequent, and, when this has been necessary, records are fully completed, with a detailed analysis of its impact. The manager ensures that individual risk plans are regularly reviewed and that these provide clear written guidance identifying how staff will support, manage and monitor areas of individual risk for young people. As a result, there have been no safeguarding incidents since the last inspection.

Young people are listened to carefully, and their ideas are reflected when making changes in the home. Young people have contributed to the development of the children's guide, resulting in a thoughtful and considered document that will help new young people moving into the home. Regular 'You Said, We Did' meetings take place, and the manager has developed a culture of listening to young people and giving them opportunities to make choices. An excellent system is in place to allow young people to express concerns or complaints, and the manager investigates and responds to young

people promptly.

Recruitment practices are well-managed and effective, ensuring that only those considered suitable to work with the young people join the team. Effective health and safety measures keep young people safe, and fire evacuation and equipment checks are rigorously undertaken at regular intervals. Required repairs and maintenance are carried out safely and promptly, with minimum disruption to young people, thus ensuring a safe, well-maintained and beautifully presented home.

Young people benefit significantly from the dedicated and effective leadership provided. The manager leads by example, and the staff mirror her approach, creating a stable and relaxed atmosphere where young people receive consistent and responsive care, thus enabling them to meet their full potential. The manager's meticulous attention to detail supports her highly effective monitoring of all aspects of young people's care and progress. Identified shortfalls are addressed in a timely manner, and the manager has created a culture in which challenge to practice is positively encouraged and expected.

The manager has fully addressed the shortfalls identified at the last inspection. There is now a statement of purpose in place which describes clearly the purpose of the service and the manner in which this is provided. All young people have detailed risk management plans which provide clear guidance to staff on how to reduce and manage effectively risks to young people.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19 July 2017	Full inspection	Good

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

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: 1241263

Provision sub-type: Children's home

Registered provider: Aspire Care And Education Services

Registered provider address: The Willows, 144–146 Mickleburgh Hill, Herne Bay, Kent CT6 6JZ

Responsible individual: Jonathan Deslandes

Registered manager: Heidi Caplen-Kingston

Inspector(s)

Jacqueline Georghiou, social care inspector

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