

1244108

Registered provider: Bay Tree House (Gravesend) Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned and provides care for up to three children with special educational needs and/or disabilities.

At the time of the inspection, three children were living at the home.

The manager registered with Ofsted in December 2024.

Inspection dates: 12 and 13 August 2025

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 1 May 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/05/2024	Full	Good
05/02/2024	Full	Inadequate
10/01/2023	Full	Good
18/05/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children receive good-quality, personalised care and make significant progress from their starting points. This is because staff understand children's needs and are committed to improving outcomes for children. Strong relationships between children and staff contribute to positive experiences for children. Children say that they like living at the home and that staff are caring.

Children make meaningful progress in relation to their emotional, social and psychological well-being. One child has formed positive relationships with children from outside the home and has learned how to save money to buy items they choose, such as a games console. Another child, who previously did not like going out, now enjoys various community-based activities, supported by staff. This year, the child felt able to join the group holiday for the first time and enjoyed being with their peers. Furthermore, all children are carefully supported to strengthen their independent living skills. Children enjoy cooking various meals for everyone at the home and willingly carry out other household tasks. Children's bedrooms are exceptionally well personalised to reflect their interests and identities.

All children are enrolled in full-time education. One child is not attending their school, as they cannot manage the travel. Staff are providing support with alternative education plans while they identify a more local school. All children enjoy learning and take pride in their educational achievements. Staff advocate effectively for children and seek better education arrangements when they identify that children's needs are not being met. This allows children to attend and achieve in education and reach goals related to their future aspirations.

Children's moves into and out of the home are managed well. Staff are provided with information that helps them understand children's needs before they arrive at the home. Managers and staff ensure that moves take place in a manner and at a pace suitable for the child. One child was helped to feel less anxious about moving into the home by leaving their teddy after their first visit. Staff put effort into creating for the child a social story of the teddy's time at the home with various photos and descriptions that matched the child's routines. Staff advocated for another child to move to their preferred home when they reached adulthood.

Staff understand and promote the importance of family time. They ensure that clear plans are in place for each child to spend time with their families and other significant people. Furthermore, staff take proportionate risks when advocating for certain restrictions to be reduced for children and families. This allows children to maintain and strengthen the relationships with significant people in their lives.

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

Staff identify, understand and address children's individual risks and vulnerabilities. This is because they know children well and form strong relationships with them. Furthermore, staff consistently adhere to agreed support plans and risk assessments.

Staff place emphasis on educating children about their risks and vulnerabilities. As a result, there are no incidents of children going missing from home, self-harm, or situations that require physical restraint. Children receive in-depth debriefs after behavioural incidents. They are keen to participate and express their views. On occasion, external professionals are invited to the home to help children understand how some situations may compromise their welfare and safety. Therefore, staff proactively help children to become increasingly safe.

Managers work transparently with external professionals and consult the local authority designated officer when allegations and concerns about staff conduct are brought to their attention. However, when allegations are made, the staff working arrangements are not consistently assessed in a timely manner. Furthermore, the outcome of investigations is not always documented and shared with relevant professionals.

The registered manager declines to use agency staff at the home, and this ensures that children experience consistent care from regular staff. Recruitment checks are carried out for all staff. However, gaps in candidates' employment histories are not always explored with sufficient scrutiny.

The effectiveness of leaders and managers: good

The registered manager is passionate about ensuring that children make good progress. They are ambitious about the quality of individualised care that staff should provide for children. The registered manager's expectations are appropriately filtered to staff, who share the same vision for children. The registered manager forms strong relationships with children and staff. Staff respect the registered manager's commitment and dedication. All children and staff speak positively about the registered manager.

The registered manager understands the home's weaknesses and strengths. There is a focus on further developing staff's skills and reflective practices. When the registered manager identifies any shortfalls in staff practice, they design relevant learning tools. Regular staff meetings enhance staff's professional development and understanding of how to best meet children's needs.

All staff members have completed the organisation's mandatory training. Staff supervision sessions take place at agreed intervals and are of good quality. The staff team's development is continuously encouraged and promoted during supervision sessions. All staff are appraised annually and have clear developmental goals.

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
The protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(b)) Specifically, when allegations are reported to the registered person, they should ensure that staff working arrangements are consistently assessed, investigations are carried out and outcomes are reached.	1 October 2025

Recommendation

- The registered person should ensure that they maintain good employment practice. In particular, the employment history of candidates should be obtained in the format of years and months. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.1)

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: 1244108

Provision sub-type: Children's home

Registered provider: Bay Tree House (Gravesend) Limited

Responsible individual: Post vacant

Registered manager: Teresa Steadman

Inspector

Sonata Brisley, Social Care Inspector

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