

1244881

Registered provider: Time-Out Children's Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately owned home which is registered to provide care for up to two children between the ages of six and 17. In their statement of purpose, the home describes their care as being for children who may have severe emotional and behavioural difficulties as a result of attachment 'disruptions' in early childhood.

The manager of the home has been registered with Ofsted since 2019.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. We returned to routine SCCIF inspections on 12 April 2021.

Inspection dates: 2 and 3 November 2021

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: 6 August 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/08/2019	Full	Good
06/11/2018	Full	Good
04/07/2017	Full	Outstanding
28/03/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children in this home are extremely well cared for. They form positive and stable relationships with the staff, and feel safe and supported in their home. Staff are consistent and reliable, and this helps to give the children confidence and a sense of well-being. One child said that being in the home was 'the best five years of my life'.

Children's progression from their starting points is impressive. The manager and staff have high aspirations for children and provide encouragement and support for their education. Children have highly individualised plans which support them to manage big changes in their lives, such as the move from care to independence. The inspector tracked one child, who has now left the home. The child has done very well in their GCSEs and has now moved on to further education, which is being attended successfully alongside living independently. This is an outstanding outcome for the child.

Staff are consistent in their approach to caring for children. The home has an open learning culture which encourages staff to access therapeutic approaches to support the children sensitively in the home. The therapeutic model used in the home is the 'secure base' model. Staff are available to the children and offer care which is sensitive and reliable. The care given promotes a sense of security and encourages improvements in children's confidence and self-esteem.

Staff are warm and supportive and provide a safe, stable routine and clear boundaries. Positive behaviour is encouraged. Individually tailored realistic daily and weekly rewards are in place. Children's progress is recognised and rewarded with certificates and creative individual celebratory events.

Children are encouraged to attend local clubs, such as cadets, horse riding and youth clubs. These extra activities outside of school and home help the children by increasing their self-esteem and broadening their experience. Children form positive relationships outside of the home and are part of the local community. This enhances their independence skills and increases the likelihood of a successful progression to adult life.

Staff from other agencies speak very highly of the children's home. The inspector spoke to an independent reviewing officer for one of the children, who described the children as 'secure and happy', and the staff as 'very responsive'.

The experience and outcomes for some children are very good, with some outstanding features.

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

Children feel safe, well supported and happy in this home. The staff know the children well. Children receive good-quality, individualised care. Each child has a detailed plan to support their development, behaviour and eventual independence. This helps to build their confidence and encourages a sense of accomplishment and well-being.

Staff use key-worker sessions effectively to help children increase their confidence and understanding of the issues that are relevant to them. The staff demonstrate a good understanding of the children in their care. The children respond well to being listened to and it supports them to build positive self-image and confidence.

Children's behaviour is analysed and managed well. Staff take the time to understand what the children need individually and put measures in place to support their positive behaviours. Children have access to weekly therapeutic support which builds their self-esteem and helps them manage their feelings.

Staff communicate well with each other and responses to children are consistent across the staff team. Staff make good use of models of therapy to help them understand the children and their behaviour. Staff provide a safe and secure environment and children are clear about their boundaries. This means that children learn how to manage their behaviour and get positive responses from people.

Children are actively encouraged to build up their independence skills within safe boundaries. They are encouraged to spend time with friends and in their local community. This means that children are equipped with the skills and understanding to manage their own safety effectively and have freedom to spend time with friends. This increases their resilience and prepares them for adult life.

Staff complete risk assessments to help them understand the effect that risks have on the children and help keep them safe. Some risk assessments were not up to date. The manager should ensure that they remain current and that the narrative within them reflects up-to-date information gained about the child.

The home has locks on some internal doors, locking of these internal doors restrict children's movement around the home.

The effectiveness of leaders and managers: good

The registered manager is well established in her role. She shows a strong commitment to improving the outcomes for children. She leads a team of staff that has high aspirations for children, a good understanding of their needs and is motivated and passionate in the support provided.

The manager puts a strong emphasis on continuing with her own professional development, and the development of the team. The staff have biannual appraisals to support them to identify any learning needs or development opportunities. The organisation supports staff development with a structured career pathway. Staff support, and development of staff through training and supervision, is a priority. This has resulted in compassionate staff members who work well together to ensure that the children in their care have their needs met.

The manager provides good-quality, regular and supportive supervision to the staff. The manager promotes a 'psychological safety' approach within the team. This is an approach that promotes team members feeling accepted and respected. One staff member told the inspector, 'We are amazing as a team. Nobody is trying to outdo anybody, everything is shared equally between us.' This has resulted in a stable staff team that ensures that children have predictable routines and know the staff looking after them.

Children are consulted in a weekly meeting where they have the opportunity to influence the menu and activities. Children have input into how they want their rooms, and the common areas of the home, decorated. One child the inspector spoke to was designing a mural for his bedroom wall. This will support children to build a sense that they have the ability to make positive choices for themselves and of belonging.

The management team seeks regular feedback from the agencies that are involved with the children and uses this feedback to improve the service it offers. The team reflects on the feedback and actions given as a result of the independent visits, Ofsted inspections and from monthly therapeutic consultation.

The manager works well with other professionals involved with each child. The manager advocates well for children and pursues partner agencies to promote positive outcomes for the children. Well-written reports are presented at local authority meetings, demonstrating that children are helped and supported to share their views, and that challenge takes place when necessary.

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

Recommendations

- The registered person should ensure that locks on internal doors are removed so that children have access to all shared areas of the home. ('Guide to the children's homes regulations including the quality standards', page 15, paragraph 3.10)
- The registered person should ensure that staff continually and actively assess the risks to each child and the arrangements in place to protect them. Specifically, ensure that children's risks are understood, documented and acted upon. ('Guide to the children's homes regulations including the quality standards', page 42, paragraph 9.5)

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: 1244881

Provision sub-type: Children's home

Registered provider: Time-Out Childrens Homes Limited

Registered provider address: Unit 2, Mill Fold, Ripponden, Sowerby Bridge HX6 4DH

Responsible individual: Dominic Macauley

Registered manager: Sally Hawkridge

Inspector

Cathy Wilkins, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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