

1250039

Registered provider: The Place Young People's Company

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is run by a private provider. It provides care for up to four children with emotional, mental health and/or behavioural needs.

The manager has been registered since February 2022.

Inspection dates: 9 and 10 August 2022

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: 21 March 2022

Overall judgement at last inspection: sustained effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/03/2022	Interim	Sustained effectiveness
25/05/2021	Full	Requires improvement to be good
21/01/2020	Full	Good
23/01/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children are receiving positive, nurturing care. There are strong and stable relationships between staff and children. A child said: 'I trust staff. I give the home 9.5 out of 10.' The nurturing care that children receive is reflected in the homely environment and includes the care of pets. This is a family orientated home.

The strong relationships between staff and children underpin the progress children make. Children are supported to manage and improve their emotional health and well-being through this support. A social worker said: 'Staff use therapeutic parenting and curiosity. It is an amazing home and I wish I worked with more homes like this.'

One child has been supported to return to live with family. This has been an incredibly positive experience for the child and family. Staff have gone above and beyond to support this child's positive transition home. Staff act as good advocates for children.

Children know how to make complaints. Any complaint is taken seriously, and children are appropriately responded to. Children know that staff listen to them and take their views seriously. Children share their views in a variety of ways and staff talk to children every day about matters that are important to them.

Children are engaged in education and are making progress. Managers are advocating for children when there are barriers to learning. One child is on track to complete qualifications next year and is aspirational for their future.

The service has improved its therapeutic support model to children and a positive 'team around the child' approach is in place. A bespoke therapeutic assessment is completed with a clear follow-up action plan identified. A child has recently benefited from this approach, supported by the therapy team. Other professionals recognise this strong therapeutic parenting model as a strength of the service.

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

Children are supported to be safe. Staff identify early indications of risk. They utilise their knowledge and experience to recognise risk and take immediate action to reduce it. There is a multi-agency safeguarding response to any incidents of concern.

Staff talk to children daily around expectations for behaviour and there are clear and consistent boundaries in place to keep children safe. Staff have a good understanding of safeguarding procedures.

From their starting points, children are supported to reduce risks of harm. For one child, this has led to a significant reduction of missing from care and self-harm incidents. The manager has systems and processes in place to track incidents and feed back to agencies where children make progress.

Positive and nurturing relationships, alongside clear expectations, help children to improve their behaviour. When physical restraint has been used, it has been used as a last resort. Leaders and managers have reviewed these practices, sought specialist advice and put additional training in for staff. There is a learning and reflective culture at the home. As a result, the number of physical interventions has reduced in a timely manner.

Children feel safe and are confident to share any worries with staff. Children have been supported appropriately in sharing historical concerns and safeguarding processes are followed.

Recruitment checks are safe and meet regulatory requirements. The manager is confident that safe recruitment practices are implemented and staff who are working in the home are safe to do so.

The effectiveness of leaders and managers: good

The manager is appropriately experienced. She has almost completed her management qualification. She has introduced several systems and processes to drive the home through a significant improvement journey. The manager has good management systems in place to ensure that staff are meeting quality standards.

Staff work well with other agencies. All agencies gave positive feedback. One social worker said: 'There has been a massive breakthrough for [named child] since she has been at the home. We all work well together.'

Staff offer continuity of care for children. Staff morale is good and the focus for staff is to offer nurturing care to children. The manager has responded appropriately and requested additional staffing for one child. This request was made because all staff are working additional and very long hours. The provider is actively trying to recruit staff to alleviate the pressure. This is not a sustainable situation, and leaders and managers acknowledge this.

Staff advocate well for children. Staff help children to share their views with other agencies. The manager appropriately challenges and escalates matters when necessary. In addition, children have access to independent visitors and advocates.

Staff receive regular supervision and training opportunities. In addition, the manager sources appropriate additional training that may benefit staff and children. Staff are involved in regular development sessions. The manager recognises the importance of good teamwork and has coordinated team-building activities. This has helped the team to remain strong through challenging times.

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, 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 leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— ensure that the home has sufficient staff to provide care for each child. (Regulation 13 (1)(a)(b) (2)(d)) In particular, there should be sufficient experienced staff available to ensure that the staff team and managers are not working extensive hours to cover shifts.	11 September 2022

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: 1250039

Provision sub-type: Children's home

Registered provider: The Place Young People's Company

Registered provider address: Edison Education Ltd, Lyme Vale Court, Lyme Drive, Parklands, Stoke-on-Trent ST4 6NW

Responsible individual: Hilary Jones

Registered manager: Zoe Okon

Inspector

Bev Allison, Social Care Inspector

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