

1251364

Registered provider: Area Camden Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately run home provides care for up to six children who may experience social and/or emotional difficulties.

The home registered in May 2017 and the manager registered with Ofsted in March 2023.

At the time of this inspection, there were six children living at the home.

Inspection dates: 4 and 5 June 2024

Overall experiences and progress of children and young people, taking into account	outstanding
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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	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection, and care.

Date of last inspection: 7 June 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/06/2023	Full	Good
01/12/2022	Full	Good
09/06/2021	Full	Good
24/02/2020	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

All children are happy, settled and making exceptional progress. Children benefit from stability and have a genuine sense of belonging. Children interact freely with each other and staff. Staff fully understand children's needs and are excellent role models. Their interactions with each other and children create a calm and respectful culture. One child said, 'This home gave me options for my future.'

Children receive outstanding care from a dedicated and consistent staff team. The staff work hard to maximise and enrich children's experiences. This creates an atmosphere which is full of warmth and love, where staff are nurturing and supportive of the children. An independent reviewing officer said, 'Our child has done incredibly well there. It's homely, staff seem to really care. It's one of my best experiences with a children's home.' Children who have had multiple previous placement breakdowns are settled at the home and making exceptional progress.

Staff have high aspirations for all the children. The children's achievements are celebrated with pride and joy. Staff record positive messages in praise books that the children read. Staff focus on setting personal goals with children, and help children to progress towards gaining independence. Staff understand the children's backgrounds and the support they need to achieve. The children's life journey and memory books contain pictures of them engaged in tasks such as baking and on outdoor activities.

The manager and staff take effective action when children are not in school. They talk with education professionals and provide children with individualised educational activities at home. Staff are ambitious for children and education is clearly a priority at this home. The registered manager advocates strongly on the children's behalf and ensures that they are given the same opportunities and support as other children. For example, a child who had not been in school before moving into the home is now going to school, has good attendance and is enjoying learning. A social work manager said, 'The most significant progress our child has made has been in education. They were out of formal education for such a long time that returning to such an environment felt overwhelming...but they are now in full-time education.' This is a good example of children making significant academic progress while living in this home.

The home's physical environment is maintained to a high standard and is safe for children. Children's bedrooms are colourful and welcoming and capture the individuality of each child. Staff clearly value the importance of an environment that is maintained to a very high standard, with the children at its heart. There are good health and safety arrangements in place at the home to keep children safe.

Children's voices are central to the home. Staff encourage children to share their wishes and feelings in a variety of ways. House meetings are a fun forum where children plan things that they would like to do. Children participate well in their meetings and are able

to express their feelings about the care provided. Children say that they feel listened to and are actively encouraged to be a part of their own care planning. This inclusive approach to gathering children's views helps children to feel listened to and to know that their views are important.

Children are supported to lead healthy lifestyles. All children are registered with local health services and staff encourage them to attend their appointments. Children learn to cook healthy meals and have healthy snacks in the home. This has helped children to maintain a healthy weight and improve their overall health and well-being. When necessary, children receive appropriate specialist support to manage their health needs. Staff carry out individual sessions to help children understand their health, for example, one child's use of recreational drugs has reduced significantly since moving into the home.

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

Children say they feel safe and are safeguarded effectively. The stable home environment, together with the warmth and confidence of the staff, helps the children to feel safe. Parents and social workers say that children feel safe and that the staff protect them.

Children benefit from high staffing levels and there are clear behaviour support plans to support children's needs. Since the last inspection, there have been no incidents requiring physical intervention. There is a strong emphasis on implementing preventative strategies and liaising closely with other agencies to provide consistent care and support to children. One school reported seeing remarkable changes in a child's behaviour since moving into the home and a significant reduction in restraint incidents involving the child in the classroom.

The children's positive behaviour support plans are effective. There is a clear reward system that promotes and encourages positive behaviour. The home uses trauma-informed practice to understand children's past experiences and how these experiences may impact on their behaviour. This excellent approach to behavioural support means that children with the most significant needs have research-informed care and support.

Children's risk assessments are detailed and include clear strategies to reduce the risks. They are updated regularly or when incidents happen, however, some updated assessments contain historical information that is no longer relevant.

Social workers speak highly about the prompt and good level of communication they have with staff, particularly when issues arise which may impact on a child's well-being or safety. The children's records demonstrate that external agencies are promptly informed of any incidents and that staff work in partnership with external professionals.

The managers take swift action in response to safeguarding concerns. There is prompt consultation with the local authority designated officer when necessary. The managers inform Ofsted of all allegations and provide ongoing updates.

The effectiveness of leaders and managers: outstanding

The home is run by a highly experienced registered manager, who has a strong vision for the home and the care the children receive. The manager's organised approach means that records are maintained meticulously, and the home is managed to the highest standards. Leaders and managers continually strive for excellence, drawing on different models of care to inform the vision for the service. The strength of the leadership team inspires a culture where the staff are focused and committed to children's positive outcomes. Leaders and staff work together to deliver an exceptional level of care.

The manager is determined in her efforts to advocate for and champion the rights of the children. She ensures that any decisions made in respect of children are planned, well thought out and in the children's best interests. This has led to her challenging placing authorities when plans do not meet children's individual needs.

The manager places great emphasis on staff's personal development. Staff receive regular child-focused supervision and annual performance reviews. Training is extensive and varied; it includes reading and research to inform the staff's learning process. Staff say that training is effective and helpful, and speak highly of the management team. Staff respect the clear direction that they receive from managers. They feel both valued and supported, which encourages them to extend their knowledge and skills and maintains their high morale.

The manager's monitoring, scrutiny and evaluation of the children's care are highly effective. The manager identifies actions which are used to underpin and inform the staff's development, as well as contributing to the strategic development of the service.

The manager values professional discussions with the independent visitor and other professionals, and uses these discussions to generate new ideas to further enhance the quality of the care provided to children. Professionals speak highly of the manager and staff. A foster carer described the quality of care provided to children as 'exceptional' and said that the support the home provides is excellent. The foster carer said that as a result of the care provided by staff, a child has made significant progress in the home.

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

Recommendation

- The registered person should ensure that the behaviour management strategy is understood by staff and kept under review and revised where appropriate. In particular, they should review historical and out-of-date information when updating individual behaviour management plans. ('Guide to the Children's Homes Regulations, including the quality standards', page 46, paragraph 9.34)

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: 1251364

Provision sub-type: Children's home

Registered provider: Area Camden Limited

Registered provider address: Malvern View, Hanbury Road, Stoke Prior, Bromsgrove
B60 4AD

Responsible individual: Lina Griniute

Registered manager: Amy Ide

Inspectors

Ann Adesoye, Social Care Inspector
Dorothy Thompstone, Social Care Inspector

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