

1253501

Registered provider: Horizon Care and Education Group Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This three-bedded home provides care and support for children who have additional learning needs. There were two children living at this home at the time of inspection.

The manager is registered with Ofsted and suitably experienced.

Inspection dates: 13 and 14 February 2023

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	outstanding
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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: 14 December 2021

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/12/2021	Full	Outstanding
19/12/2019	Full	Outstanding
06/03/2019	Full	Outstanding
26/02/2018	Interim	Improved effectiveness

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Staff know the children extremely well. They empower children to make choices and decisions about their day-to-day care. They also support children to use a range of non-verbal communication methods. This means that children's wishes and feelings are listened to and considered, whatever their communication style. As a result, children can have their say and are involved in their own plans.

Staff give children clear boundaries about what is safe and acceptable and seek to understand the triggers for children's behaviour. For example, staff use words which are familiar to children to support them to make positive choices. There is a strong emphasis from staff on providing the foundation for children to flourish.

Children have excellent school attendance. They make good progress in line with their personal education plan. Children receive consistency in care and education. This helps to enhance their growth, development and social skills.

Children have access to a range of activities in the home and the community. Activities are planned around what children enjoy, such as eating out, baking, taking part in the community choir, sensory activities and listening to music.

Staff continue to use research-informed practice to ensure that they maintain outstanding care to children. For example, the manager has created a worksheet to support children to understand physical changes in puberty.

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

Staff have a calm and relaxed approach with the children and provide a homely environment. Children's bedrooms are personalised according to their needs and suitably furnished. Children's risks are understood by staff and children are supervised very well, according to their needs.

Any risks associated with children are understood by the staff who look after them. Risks are kept under regular review. There are a range of strategies in place designed to support staff in their work with children. As a result, children receive excellent help and support to manage their behaviours and feelings safely.

Staff support children to feel safe. Staff are able to identify subtle cues in children's behaviours which enable them to provide appropriate and highly individualised support to children. The registered manager and staff provide children with a consistent and reliable daily routine. Children enjoy this. Staff provide emotional warmth and understanding. This supports children to feel protected and secure.

The manager and staff understand their safeguarding roles and responsibilities very well. Safeguarding training is thorough and planned to meet the children's complex needs. Staff understand how to keep children safe and have an in-depth knowledge of children's risks and vulnerabilities. As a result, any potential hazards or risks in the home and community are anticipated, and action is taken to ensure the safety of children.

Children have excellent individualised support plans. These plans are detailed and sensitive and provide staff with clarity on the actions they need to take to keep children safe. Staff know and understand the underlying behaviours children can exhibit. Children are assured that staff will do everything in their power to keep them safe.

The effectiveness of leaders and managers: outstanding

The manager is passionate about her team and is supported by a deputy who shares the same vision. They work well together and have created a culture of high expectations and an excellent standard of care for children. As a result, children thrive in a nurturing environment.

The manager and deputy have exceptionally good oversight of the day-to-day work of staff. They ensure that staff complete the necessary training within timescales. The manager understands the benefits of investing in staff through training and development. As a result there is a committed staff team.

The manager is visible and approachable. Staff say that they are very well supported in their roles and day-to-day practice. They work well together, and staff morale is extremely high. High staff retention has ensured that children have consistency of care. Because of this, the registered manager and the staff team have ambitious, creative plans to improve the outcomes for children and ensure they have positive experiences.

Staff are provided with regular formal one-to-one meetings. These discussions and the plans drawn up are reflective and have a strong focus on the needs of the children. The manager is aware of the strengths and skills of each staff member.

Communicating with children's families is a strength in this home. This approach supports parents to be fully involved in the care around their child. There is exceptionally good daily communication between staff and parents. This means that approaches to care are understood by all. This also ensures that there is consistency in care when children have family contact.

The manager has encouraged parents to provide regular feedback using questionnaires. Feedback from parents is positive. One parent said, 'I am absolutely delighted by the care my child receives. I do not want them to leave.'

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: 1253501

Provision sub-type: Children's home

Registered provider: Horizon Care and Education Group Limited

Registered provider address: Unit 12, Venture House, Prospect Business Park,
Longford Road, Cannock, Staffordshire WS11 0LG

Responsible individual: Rebecca Grimshaw

Registered manager: Angelie Rankine

Inspector

Corline Parker, Social Care Inspector

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