

1264016

Registered provider: Care 2 Share Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned children's home provides short-term and emergency placements for up to six children. The home provides care for children who are in crisis and may present with a range of complex social and emotional needs. The registered provider supports placing authorities in assessing future placement or transitional needs of children. The maximum period of placement is 42 days. In exceptional circumstances, this could be extended.

The home and the registered manager registered with Ofsted on 7 September 2017.

There were five children living in the home at the time of this inspection. The inspector spoke to three children. One child was missing from the home for part of the inspection.

Inspection dates: 8 and 9 November 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: 10 February 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/02/2022	Full	Good
24/02/2020	Full	Outstanding
29/11/2018	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: good

Despite the temporary nature of their placements, children are supported well to form close and trusting relationships with staff. One child told the inspector, 'You can tell someone if you have a problem, and something will be done. They treat you with respect, not like an adult and not like a baby, but like a person.' Some children who previously lived at the home continue to maintain contact with staff.

Children appreciate the warm and thoughtful welcome they receive when they arrive at the home. One child left on the first day of this inspection after only one night in the home, due to an emergency. The social worker told the inspector that the child felt so welcomed and comfortable in the home that he did not want to leave.

Children can express their views about their day-to-day care through key-work sessions and in weekly meetings. Children are reminded during the house meetings of their right to have an independent advocate.

Staff understand that it is important for children to maintain relationships with the people who are special to them. Staff support the children to repair fractured relationships with their families through reflective key-work sessions.

Children are supported to live healthy lifestyles. Staff ensure that children attend health appointments and take their medication as prescribed. Children are also supported by staff to have a healthy diet and participate in physical activities. For example, one child goes on regular runs with a member of staff. Children are offered regular visits from practitioners specialising in substance misuse and sexual health.

Progress in education is variable. Staff are ambitious for children and support and encourage them to attend and do well in their education. Consequently, one child was able to return to education and take his GCSE exams, and now attends college. However, some children miss education due to being missing from the home. The manager and staff are working with social care and education professionals to address this. Children are supported by staff to learn valuable independence skills such as cooking and budgeting.

Children are provided with opportunities to participate in a range of activities in the home and the community. Staff capture these moments through taking photos and recording them in the children's memory books. The memory books are for children to keep as part of their life story.

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

Children said that they feel safe at the home and they know there are trusted adults who they can approach if they have any worries. The manager and staff work hard to ensure that children are protected from harm. Staff work with children to explore

risks and vulnerabilities and to help them to learn how to keep themselves safe. For example, children receive key-work sessions on issues such as knife crime awareness, substance misuse and the dangers of being missing from home. However, some of the children miss their sessions due to being frequently away from home without authorisation.

The manager and staff demonstrate a good understanding of children's needs and vulnerabilities. Children's risk assessments are reviewed regularly. They include all known risks and set out specific actions for how staff should respond to and manage these risks.

Children who go missing from the home experience a well-coordinated response and staff work collaboratively with families and key professionals to safeguard children. Staff take action to contact children and encourage their safe return home. However, this is not always effective in decreasing the number of missing-from-home episodes for children.

Children benefit from the attention and boundaries that are provided by staff, which has resulted in a low number of significant incidents or incidents requiring the use of restraint. There has been only one incident of physical intervention since the last inspection. The record of restraint demonstrates that the use was proportionate and necessary to keep the child safe.

There have been no allegations made against staff since the home was registered. However, the manager and staff demonstrate a good understanding of the procedures to be followed if an allegation is made. This demonstrates that staff are able to respond appropriately to safeguarding concerns relating to other staff and managers.

Staff recruitment and vetting practices are thorough, and all required checks are in place. This confirms that all staff are suitable to work with vulnerable children.

Action is required to improve safety at the home. The inspector identified that the staff toilet where some cleaning products are kept was unlocked on two separate occasions during this inspection. This poses a risk to the children. The manager assured the inspector that this will be addressed without delay.

The effectiveness of leaders and managers: good

The home is managed by an experienced and qualified registered manager who has been in post since the home was registered with Ofsted. The leaders, managers and staff demonstrate a genuine commitment to the children in their care and strive to make a positive difference to their lives. Despite the temporary nature of the children's placements, the stable staff team provides a consistent level of care and a family-like atmosphere.

The feedback provided by staff about the leadership of the home is, without exception, highly positive. Staff reported being able to approach leaders and

managers with suggestions or requests, knowing that their views would be taken into consideration. Staff feel valued and appreciated. Staff are offered opportunities to progress to more senior roles in the setting.

Staff meetings are child-focused and are used effectively to measure progress and review children's plans. Staff benefit from induction, regular supervision and appraisals. Staff have access to training relevant to the needs of the children in their care. However, the inspector was unable to view all staff files during this inspection. Some of the files were locked in the office of a compliance manager who was away for personal reasons. This lack of contingency planning compromises the manager's ability to access the staff files at any point for the purpose of monitoring.

Leaders and managers work very well with other agencies and carers to support the day-to-day care of children, and feedback from external professionals on the leadership of the home is positive overall. One social worker said, '[Name of child] has settled amazingly well and staff have been very supportive. Communication is very good.'

Reports completed by the independent visitor do not always include feedback from parents and children. This is a missed opportunity and potentially limits the opportunities for independent scrutiny and challenge.

The statement of purpose is kept under review and clearly sets out the ethos and objectives of the home. However, the updated copy has not been shared with Ofsted. Furthermore, the statement of purpose does not contain details of the experience and qualifications of staff as required.

Managers have addressed all the requirements and recommendations raised at the last inspection.

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— use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(h)) In particular, this refers to the registered person ensuring that the manager has access to all of the staff files at any time for the purpose of monitoring.	25 November 2022
The registered person must compile in relation to the children's home a statement ("the statement of purpose") which covers the matters listed in Schedule 1. The registered person must— keep the statement of purpose under review and, where appropriate, revise it; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (1) (3)(a)(b))	25 November 2022

Recommendations

- The registered person should ensure that staff continually and actively assess the risks to each child and the arrangements in place to protect them. In particular, this relates to staff ensuring that all safety precautions are taken in regard to harmful substances in the home, including ensuring that the staff toilet where

cleaning products are kept is locked at all times or the products are stored in the 'control of substances hazardous to health' cupboard. ('Guide to the Children's Homes Regulations, including the quality standards', page 42, paragraph 9.5)

- The registered person should ensure that the independent person makes a rigorous and impartial assessment of the home's arrangements for safeguarding and promoting the welfare of the children in the home's care. In particular, this relates to ensuring that the independent person seeks the views of children and their parents and carers. ('Guide to the Children's Homes Regulations, including the quality standards', page 65, paragraph 15.5)

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: 1264016

Provision sub-type: Children's home

Registered provider: Care 2 Share Ltd

Registered provider address: 46 The Ridgeway, North Harrow, Harrow,
Middlesex HA2 7QN

Responsible individual: Mehnaaz Chaudhary

Registered manager: Andrea Adolph

Inspector

Aneta Wasilewska, Social Care Inspector

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