

1264840

Registered provider: Esland North Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home is registered to provide care for up to three children who may experience emotional and social difficulties.

At the time of this inspection, three children were living in the home. All the children were spoken to during the inspection.

The manager registered with Ofsted in December 2022.

Inspection dates: 18 and 19 November 2024

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: 31 January 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
31/01/2024	Full	Good
17/10/2023	Full	Inadequate
08/11/2022	Full	Good
17/08/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children receive good, consistent care that meets their needs. Children like the staff who support them. The positive relationships that children have with staff help them to make progress in many areas of their lives.

Transitions for children who move into the home are well supported by staff. One child has remained living in the home for over three years and continues to be happy. However, one child moved out due to concerns that their individual needs could not be safely met in the home. This move was not in line with the child's plan, but was what the child had asked for. Staff and managers supported the child following this move for a short period of time to help them settle into their new home. This sensitive approach led to the child remaining in touch with staff to share updates about their progress.

Education and learning are promoted well by staff. All children attend school and there is close communication between staff and children's schools. When children move into the home and are not attending education, managers recognise the impact of this on children and escalate their concerns to relevant professionals. This led to one child being offered a place in a local school, where they now attend regularly. This child also achieved the headteacher's award and is very proud of this.

Children develop positive links in the community. Some children have been on litter-picking exercises in their local area and have expanded their social skills. Children take part in a variety of educational and leisure activities based on their interests. An outside agency has visited one child in the home to deliver first-aid training. Two children have been on holiday with staff. Children regularly attended football matches of the local team that they support.

Staff have a clear understanding of children's holistic health needs. Children regularly attend routine health appointments. Children are helped by staff to better understand the importance of regular oral hygiene. One parent said that their child is now taking pride in their personal hygiene, which was something they struggled to do before.

The identity of children and their understanding of diversity is very well supported by staff. Children spend time with people who are important to them. One child has been helped to build a relationship with an extended family member, in line with their plan. Staff help children to explore and celebrate the home's planned cultural events. This includes learning about the Welsh language and traditions. Children celebrate Jewish and Hindu festivals, and one child has explored their family's cultural heritage. This good work helps children to be proud of who they are and to respect and value difference and diversity.

The home is large and has extensive and well-maintained grounds for the children to explore and play in. The children's bedrooms are personalised. Pictures of children having fun in a variety of activities with staff brighten up the communal areas in the

home. However, there is some damp inside the home. There has been a delay in this being addressed. This has been acknowledged by the responsible individual and the work to fix this issue started at the time of the inspection.

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

Safeguarding practice is good. One child was hurt by another child following a significant incident. This was swiftly dealt with. The child who was hurt said that they felt supported by staff, who managed the situation well.

Incentives, routines and boundaries help children to feel safe. The informal education of children through conversations and direct work is a key strength in the home. Managers have also recently introduced a new initiative forged around the home's values. Children and staff are encouraged to share positive comments about each other. This helps children to get along well and feel valued.

When children go missing from home, staff follow the children's plans and work with professionals to ensure their safe return home. During one incident, a child was missing from the home for a significant period. Staff maintained regular communication with the child to encourage them to share details and stay safe. Managers escalated their concerns about the risks to this child to relevant agencies, who they felt were not communicating effectively with them. This led to the child being safely located and returned home.

Children know how to complain. There has been one allegation made by a child since the last inspection. Senior managers worked closely with relevant professionals to keep children safe. This matter was investigated and managed appropriately. The child and professionals were kept updated about the outcome. This good practice helps children to feel listened to.

Support plans and risk assessments provide staff with guidance around actions to take to reduce risks and keep children safe. These plans and other documents for children are written well. However, not all recording and report writing is of the same standard. One child's risk assessment did not contain all known information about how their move into the home may affect another child. The impact of this on children was minimal as managers are clear that this was discussed and considered.

The effectiveness of leaders and managers: good

The registered manager is experienced and supported by a deputy manager. Together, they are focused on offering children the very best care. They are a visible and reassuring presence in the home for staff and children.

Leaders and managers have a clear vision for the home. They have embedded a culture of learning and reflection, supported by the in-house clinician. This creates an

environment where staff can grow and develop. Therefore, children benefit from care that is therapeutically informed and in line with the home's statement of purpose.

Staff speak positively about working in the home and the support they receive from managers. Experienced staff mentor the new staff into their roles. Managers support new staff through their induction and probation period. All staff have regular and reflective supervision meetings and engage in team-building exercises.

There are a range of training courses that are based on the individual needs of the children. Staff are up to date with their required training. The in-house clinician attends regular team meetings. They offer advice and support to staff around children's evolving needs and risks. One child's parent said, 'staff treat my child like a family member, which is nice.'

Managers have efficient monitoring and review systems in place. This helps them to maintain effective oversight of staff practice and children's care. Professionals speak positively about the multi-agency working and communication by managers and staff.

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

Recommendations

- The registered person should ensure that staff are familiar with the home's policies on record-keeping and understand the importance of careful, objective and clear recording. In particular, this refers to recordings being sufficiently detailed and of consistent quality. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.4)

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: 1264840

Provision sub-type: Children's home

Registered provider: Esland North Limited

Registered provider address: Suites 1 & 5 Riverside Business Centre Foundry Lane,
Milford, Belper, Derbyshire, England DE56 0RN

Responsible individual: Karl Haywood

Registered manager: Ellie Twaites

Inspector

Nurul Kabir, Social Care Inspector

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