

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 with emotional and social difficulties.

The manager registered with Ofsted in December 2022.

A full inspection was carried out on 17 and 18 October 2023, which judged the home to be inadequate. This full inspection has been carried out to consider the provider's progress since the last full inspection.

Inspection dates: 31 January and 1 February 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: 17 October 2023

Overall judgement at last inspection: inadequate

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/10/2023	Full	Inadequate
08/11/2022	Full	Good
17/08/2021	Full	Good
04/09/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, two children have continued to live at this home. Children enjoy a good quality of care and speak fondly of the staff. Children said they feel safe and like living in the home.

Children's care planning arrangements are highly effective. External professionals commented that children are happy, doing well and making progress. The registered manager and staff advocate for children. For example, the registered manager sought an advocate from the Office of the Children's Commissioner. As a result, children feel empowered and are actively involved in their care plans.

Children receive support and encouragement to achieve in their education. Staff embed a culture of learning and celebrate educational successes. This support has contributed to children receiving awards for their educational achievements.

Partnership working with external agencies is good. External professionals provided positive feedback about the manager and staff team. They commented on the effective communication systems in place and how well care is coordinated. A common thread in the feedback is that the manager goes above and beyond for children and children receive a good quality of care.

Children benefit from meaningful discussions that take place as part of their day-to-day care. Staff provide guidance to children to help them overcome any emotional barriers they face. This has supported children to manage their own feelings and behaviours and make better choices.

Children feel valued and enjoy trusting relationships with staff. The inspector observed one child seeking hugs from staff. One social worker said children have positive relationships and interactions with staff. These positive relationships ensure that children thrive.

Children's emotional and mental health needs are prioritised. The registered manager works closely with a therapist and children attend weekly therapy sessions. As a result, children's emotional well-being has improved.

Staff help children to create positive memories and there are photos of children enjoying activities displayed around the home. This provides children with a sense of belonging.

Children enjoy a wide range of activities and staff have supported children with their individual talents and hobbies. One child has joined a local sports club. This provides children with new experiences and enables them to develop friendships with peers in the wider community.

The manager and staff have a very good understanding of the children's relationships with family members. The registered manager ensures that family time is meaningful and in each child's best interests.

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

Children said that they feel safe and are happy in their home. The manager and staff support children by using a therapeutic-informed approach in their daily routines. This has resulted in children feeling secure.

Behaviour and risk management plans are effective. Staff use professional curiosity and look beyond the child's presenting behaviour. They have been successful in minimising the number of serious incidents in the home. As a result, since the last inspection, there have been no physical interventions and no missing-from-home incidents.

Staff use a rewards system to encourage positive behaviours that align with the children's targets. They keep this under review to ensure rewards continue to be suitable and effective. Staff praise and celebrate the children's efforts, as well as their achievements. As a result, since the last inspection, the number of significant incidents has reduced.

Staff are positive role models and encourage children's positive behaviour. Children have regular group reflection discussions with staff. For example, children enjoy subject-specific Friday focus meetings. These provide children with a better understanding of their identity, how to keep themselves safe, respecting others and kindness. This has resulted in helping children to live together harmoniously.

Children are supported well with their individual targets and goals. The motivational staff help children to have a positive self-image and take pride in themselves. This makes children feel valued and respected.

The effectiveness of leaders and managers: good

The staff team is supported by a committed and child-centred manager. The manager is supported by an equally committed deputy manager. All staff speak highly of the support they receive from managers.

The management team has a good understanding of the quality of care provided to children and they have good oversight. Managers take prompt action to address any shortfalls in practice and understand when improvements are required. As a result, the requirements and recommendations raised following the last inspection have been met.

Staff have completed a wide range of training courses. Since the last inspection, staff have had training in professional curiosity, professional boundaries, the 'Prevent' duty and missing from home. In addition, staff have completed scenario-

based assessments and taken part in subject-led workshops during team meetings. This is developing staff practice.

The dedicated staff receive meaningful supervision support, which promotes their learning and helps them to carry out their roles and responsibilities effectively. This helps to strengthen staff morale and resilience and contributes to the happy culture in the home, which children enjoy.

No new requirements or recommendations have been issued as a result of this inspection.

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: Esland Ltd, Suite 1 & 5, Riverside Business Centre, Foundry Lane, Milford, Belper DE56 0RN

Responsible individual: Karl Haywood

Registered manager: Ellie Twaites

Inspector

Sam Dulay-Kainth, Social Care Inspector

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