

1267537

Registered provider:

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is operated by a private company. The home provides care for up to three children who have behavioural, social and emotional difficulties.

The home is led by an experienced registered manager.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. We returned to routine SCCIF inspections on 12 April 2021.

We last visited this setting on 3 November 2020 to carry out a monitoring visit. The report is published on the Ofsted website.

Inspection dates: 25 and 26 November 2021

Overall experiences and progress of children and young people, taking into account	outstanding
---	--------------------

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

The effectiveness of leaders and managers	outstanding
---	-------------

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: 11 November 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/11/2019	Full	Good
30/01/2019	Interim	Sustained effectiveness
14/08/2018	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The home environment is that of a family home. Children are central to the decisions made about their home. For example, children personalise their bedrooms to their tastes and reflecting their interests. The home is decorated, maintained and furnished to a very high standard. It is a warm and welcoming environment for children to live in, enjoy and be proud of.

Children are included and consulted with in every aspect of their lives and the decisions made about them. Children can express their views, wishes and feelings to the staff. Regular children's meetings take place, called 'chit-chat' meetings. These facilitate good conversations and help children raise any concerns they might have. Children also speak to involved professionals, such as social workers and independent reviewing officers. All children have an advocate. This means that the voice of the child is fundamental to the running of the home.

Children are helped and encouraged to contribute to their care plans and risk assessments. As a result, children are fully part of the decisions being made about them. For example, one child contributed to rewriting the children's guide for the home. This helps to reflect life in the home, from a child's perspective.

Children have made exceptional progress from their respective starting points when coming to live at this home. Children have achieved very positive outcomes in education. They are all attending school full time and maintaining excellent attendance. The staff have worked proactively, helping one child to attend school full time. This is an excellent outcome for this child and demonstrates significant progress. Another child has now been offered a college place; this again signifies very strong progress.

Staff encourage children to pursue their interests and talents. They are excelling in music, art and football. Consequently, children enjoy their lives, they are happy and content and making exceptionally good progress because of the care and support provided by staff.

Staff morale is excellent. Staff work well together. They share the core values and the family ethos of the home. Practice is child-focused. Staff have a wealth of experience in working with children who have experienced trauma and have attachment difficulties. Staff, without fail, celebrate children's achievements. This supports children to grow in confidence and self-belief, in the knowledge that staff will always be there for them.

The manager and staff are continually striving for improvement. They constantly try to find new ways to provide children with stimulating and enriching experiences. Staff take many photos of the children. They use these to create photo stories of

children's positive experiences while at the home. These memories will be with the children well into the future.

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

The preferred therapeutic approach used in this home is reflected in the staff's care practice. Staff know the children very well, so they are quick to recognise any changes in mood or demeanour. Incidents have been rare. When incidents have occurred, the culture of reflective practice in the staff group means that areas of potential improvement are quickly identified and acted upon. Staff and managers quickly adapt and improve behaviour management strategies after each incident to try and prevent reoccurrence.

Risk management strategies are very effective. Each child has specific plans which take account of their vulnerabilities. As a result, staff know how to protect the children and act proactively to minimise risk. Children rarely go missing from the home. When they do, staff act quickly to minimise risk and ensure that they return quickly. For example, the manager and staff have supported one child to significantly decrease incidents of leaving the home without agreement, and incidents of self-harm. There have been no episodes of going missing, when previously this was a high risk. The work undertaken with this child has meant that their sense of identity, confidence and self-esteem has increased significantly. This minimises the likelihood of incidents of concern in the future.

Staff have a clear understanding of their safeguarding roles and responsibilities. For example, a recent safeguarding incident was managed very well. Professionals are notified and immediate action is taken to keep children safe whenever staff have concerns for children. Additionally, staff are skilled at providing support to children who have experienced early childhood trauma. The staff interventions with children are aimed at helping children to overcome these adverse early life experiences and helping them to fulfil their potential.

The effectiveness of leaders and managers: outstanding

The home is led by a confident and experienced manager who is passionate about her role. She is supported well by her own manager and her recently appointed assistant manager and the staff team. The manager has established a culture of high aspiration and high expectation. She provides a supportive environment for both children and staff. The company directors are also supportive of the manager, staff and children and are visible in the home. This results in very strong leadership and management at all levels, fundamental to supporting children to make progress.

Retention of staff is very good. This means children experience consistency of care and the opportunity to form positive, meaningful relationships with staff. Staff supervisions are regular, supportive and child-focused. In addition to supervision, staff also receive regular development supervisions which support staff in their learning and development within their role. This has developed a reflective and well-considered staff team, whose members are highly motivated.

Management oversight is meticulous. The manager monitors each child's progress and the effectiveness of their care plans. She welcomes feedback from the home's independent visitor and acts on any recommendations made. She ensures that the culture of the home is open, reflective and constantly striving to improve the services it offers to children.

Team meetings are used well to share information about children's needs and to develop strategies to support children. Team meetings also include peer supervision time, where staff can support and learn from each other. This helps to galvanise teamwork and generate ideas.

The manager has placed a significant emphasis on both restorative and reflective practice within the staff team. This means that staff help children to understand the impact of their actions on others. This approach has been particularly successful in reducing incidents of negative behaviour and strengthening the relationships between children and staff. Staff now have a stronger understanding of the underlying reasons for children's behaviour and so are in a better position to help children. The manager's leadership and direction in this approach have been excellent.

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: 1267537

Provision sub-type: Children's home

Registered provider address: 11 High Street, Ruddington, Nottingham NG11 6DT

Responsible individual: Paul Bancroft

Registered manager: Amanda Wright

Inspector

Pradip Panchmatia, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2021