

1269505

Registered provider: Benjamin UK Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home provides a therapeutic model of care and education for up to four children who have had adverse childhood experiences. There is a Department for Education-registered school on site that is run by the provider. The inspector only inspected the social care provision on this site.

The manager has been in post since January 2023 and is in the process of registering with Ofsted.

Inspection dates: 31 January and 1 February 2023

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: 9 February 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/02/2022	Full	Good
09/05/2019	Full	Good
03/01/2019	Interim	Declined in effectiveness
25/09/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Two children have moved out of the home since the last inspection and three children have moved in. At the time of the inspection, four children were living at the home. The children are making good progress in this calm and nurturing home.

Staff are good role models for the children. Much work has been carried out to increase children's confidence and self-worth. One child regularly attends a local gym, and another child now wears age-appropriate clothes. Improving health and body image increases children's self-esteem.

Children make good progress in their education in relation to their complex starting points. Three of the children attend the provider's on-site education facility. One child has a bespoke education package and is supported by staff to engage. Staff have high aspirations for the children and regularly discuss their future goals with them.

Hobbies and activities are supported well. A reward scheme encourages children to aim for a regular special activity. Three of the children enjoy weekly horse-riding lessons that they have chosen through the reward scheme. Other activities include swimming, bowling and going to the cinema. These activities increase children's social skills.

Weekly children's meetings are well attended. Staff use this time to gain the children's views regarding the running of the home. This ensures that the children's opinions are known, and they are fully included in any decisions made.

Independence skills are encouraged. Children know how to do their own laundry, keep their bedrooms tidy and develop cooking skills. An older child is following a pathway plan to help prepare them for their future. Staff understand the importance of children learning vital skills that will enhance their adult lives.

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

All the children said that they feel safe. The staff provide consistent structure to children's days and build trusting relationships with them. A child said, 'I know staff care about me. I can talk to them, and they listen to me.'

There have been no physical interventions because the staff are successful at de-escalating incidents. Staff have meaningful conversations with the children to discuss their feelings and gain their views. These conversations help staff to understand how to support each child at times of distress.

Some of the children have significant histories of going missing from home. One child had been missing for a number of weeks before moving to the home. Periods

of children going missing have reduced. Each child has an individual plan and the staff follow the procedures well. Every attempt is made to ensure that when a child goes missing from the home they are located promptly. Staff are proactive in searching the local area and they work closely with the police to facilitate the child's safe return.

Improvements have been made to internet safety. When a child moves into the home, their use of mobile devices is discussed and appropriate restrictions are agreed. Staff monitor children's internet access. Children who may struggle to comprehend online dangers have basic mobile phones that do not have internet access.

The children have good-quality individual risk assessments. These are detailed and updated after any incident or new behaviour. Staff understand the vulnerabilities of each child and follow this guidance well.

Staff focus on rewarding the children's positive behaviour. The staff rarely use consequences but when these are used they are fair and proportionate. However, two consequences have been recorded incorrectly. This compromises the effectiveness of the manager's oversight.

The effectiveness of leaders and managers: good

The registered manager recently left the home. The deputy manager has been appointed acting manager and is in the process of applying to register with Ofsted. There has been a good handover of duties and the home remains well managed.

The dedicated staff are complimentary about both the previous manager and the new manager. They say that they feel valued in their roles and appreciate the support made available to them.

The manager has developed strong relationships with external professionals. The children's social workers said that communication is particularly good. They receive regular good-quality reports and are promptly informed of any incidents. They describe the manager as proactive and consistently working in partnership to improve outcomes for children.

Monthly staff team meetings are well attended. The provider's therapeutic manager works closely with the home and provides an additional monthly meeting. These meetings are effective and enable staff to increase their understanding of the children's individual needs and provide guidance that informs their practice.

New staff receive a comprehensive induction to help develop their skills. Staff receive regular good-quality supervision that enables them to reflect on their practice. However, some of the staff have not received an annual appraisal to support their continued professional development.

The manager has undertaken a review of the quality of care. The reports are detailed and are a useful tool to aid development of the home. However, one of the reports was not submitted to Ofsted as required. This hinders Ofsted's ability to monitor the home.

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 registered person must ensure that all employees— have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(c))	31 March 2023
The registered person must complete a review of the quality of care provided for the children ("a quality of care review") at least once every 6 months. The registered person must— supply to HMCI a copy of the of the quality of care review report within 28 days of the date on which the quality of care review is completed. (Regulation 45 (1) (4)(a))	31 March 2023

Recommendation

- 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. ('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: 1269505

Provision sub-type: Children's home

Registered provider: Benjamin UK Limited

Registered provider address: Coach House, White House Court, Hockliffe Street,
Leighton Buzzard LU7 1FD

Responsible individual: Claudette Rudman

Registered manager: Post vacant

Inspector

Lynne Drage, Social Care Inspector

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