

1270731

Registered provider: Tab Care and Support Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately-run children's home is registered to provide care and accommodation for up to three children who may have emotional and/or behavioural difficulties.

The manager of this home was registered in February 2020.

Inspection date: 9 March 2020

Date of last inspection: 23 May 2019

Judgement at last inspection: Good

Enforcement action since last inspection:

none.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/05/2019	Full	Good
03/10/2018	Full	Requires improvement to be good

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged good at the last full inspection.
At the interim inspection, Ofsted judges that it has sustained effectiveness.

This home provides a warm and nurturing environment for three young people. Since the last inspection, there has been one new referral to the home. Young people benefit from long-term placement stability, and all young people make good progress.

All young people have bedrooms that are decorated to match their own personalities. Two young people have rooms that reflect their favourite football teams. Staff ensure that young people have an opportunity to contribute to the overall design of the home. This provides young people with a sense of belonging and ownership of their living environment. Young people are encouraged to maintain contact with their friends and family where appropriate. A parent spoke positively regarding her child's experience and the progress she has made.

The inspector spoke to all of the young people during the inspection. Young people clearly expressed their happiness and spoke positively about their day-to-day experiences. One young person has lived at the home for over a year. She said, 'I love it here. We are like one big family. Staff are great especially [name of manager].' Young people make significant progress and can reflect on their personal achievements. Young people build healthy and fulfilling relationships with other young people, and the adults around them.

All young people access health provisions. Where necessary, young people access specialist services, such as the local substance-misuse team. Some young people require further support from mental health services. Staff support young people to adopt healthy routines that have a positive impact on their self-esteem and confidence.

Young people are engaged in education. Staff are strong advocates for those young people who may need additional support in school to manage their behaviours. Staff recognise the importance of education. Staff work alongside education providers to ensure that the most suitable provision is identified for young people. Young people maintain their education. Staff work alongside teaching staff to ensure good partnership working and that the individual needs of a young person are understood.

Young people are supported to find employment opportunities. Young people have clear independence plans designed by the home. This ensures that young people are prepared for adulthood when they leave the home. In some cases, young people's local authority independence plans are not sent to the home promptly. This can result in poor care planning and a lack of preparation for those young people who

are transitioning to independence. The home needs to challenge local authorities more robustly on behalf of the young people.

The new manager is aspirational for all young people in her care. Her focus is to embed a strong therapeutic foundation in the home. The manager is working closely with the organisational therapist to embed this practice. There are plans to develop new systems to ensure a more child-centred approach. The approach to behaviour management has changed significantly. Consequently, there have been noticeable positive changes to young people's behaviour. Young people engage positively with staff and work through their individual care plans. Documents need to be signed by the young people to ensure that they have a good understanding of their care plans, and the decisions made regarding their care. There have been no physical restraints recorded since the last inspection. The home is centred around restorative consequence, and sanctions are fair.

Episodes of young people going missing from the home are managed well. All young people are kept safe with detailed risk management plans and behaviour plans. There is evidence of good management oversight following each incident. To ensure appropriate safeguarding measures, and safer use of smartphones, one young person has a phone contract in place.

Staff reported that they are happy and enjoy their work. There is ongoing development and training. The manager is ensuring that all members of her staff team are familiar with the therapeutic model of care. Bespoke therapeutic training is planned in the coming weeks. Some staff need further training and support around their practice. This would ensure that there are consistent approaches to meeting the therapeutic needs and communication needs of the young people. Following on from any incident, staff would benefit from reflective supervision to recognise appropriate relationships and boundaries. A recommendation has been made to address this matter.

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.

Recommendations

- The registered person must challenge (under regulation 5c) any placing authority who do not provide a complete and current relevant plan for young people. ('Guide to the children's homes regulations including the quality standards', page 56, paragraph 11.5)
- Children should be encouraged by staff to see the home's records as living documents supporting them to view and contribute to the record in a way that reflects their voice on a regular basis ('Guide to the children's homes regulations including the quality standards', page 58, paragraph 11.19). This is with reference to young people signing their care plans and all other relevant documents.
- Staffing structures should promote continuity of care from the child's perspective. ('Guide to the children's homes regulations including the quality standards', page 54, paragraph 10.15). This is with reference to staff forums and meetings ensuring consistency in staff practice and identifying support and development needs for staff.

Information about this inspection

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full 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: 1270731

Provision sub-type: Children's home

Registered provider: Tab Care and Support Limited

Responsible individual: Anthony Willmore

Registered manager: Claire Hands

Inspector

Kamal Bhamra, Social Care Inspector

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