

# 1270731

Registered provider: Tab Care and Support Ltd

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is operated by a private provider and provides care for up to three children who may experience social and/or emotional difficulties.

At the time of the inspection, there were two children living in the home.

The manager registered with Ofsted in December 2023.

### Inspection dates: 17 and 18 September 2024

|                                                                                           |             |
|-------------------------------------------------------------------------------------------|-------------|
| <b>Overall experiences and progress of children and young people,</b> taking into account | <b>good</b> |
|-------------------------------------------------------------------------------------------|-------------|

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

|                                           |      |
|-------------------------------------------|------|
| The effectiveness of leaders and managers | good |
|-------------------------------------------|------|

The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** 4 September 2023

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

| Inspection date | Inspection type | Inspection judgement    |
|-----------------|-----------------|-------------------------|
| 04/09/2023      | Full            | Good                    |
| 24/01/2023      | Full            | Good                    |
| 05/05/2021      | Full            | Good                    |
| 09/03/2020      | Interim         | Sustained effectiveness |

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Since the last inspection, four children have moved out of the home and two children have moved in. Managers and staff support children when they move out of the home. They celebrate what children have achieved and work with them to plan their move. Managers ensure that children moving into the home are suitable to live with the current children, and that staff have the skills to meet their needs.

The home has employed a clinical psychologist to teach staff about therapeutic parenting, trauma and attachment theory. This is used in practice to achieve better outcomes for the children in their care.

There are clear and consistent boundaries, and staff have positive relationships with the children. Staff use therapeutic parenting techniques to help children to develop skills and strategies to manage their own difficult feelings.

Staff support children to engage in education. When children struggle to attend, staff encourage and support children. The manager advocates for children to ensure that they benefit from the best education for their individual needs.

Staff place the well-being of the children at the centre of their practice. All involved in the home pride themselves on being a family. Last Christmas children and staff chose to spend Christmas together in the home.

The home environment, although decorated tastefully, is looking tired. There are cracked floor tiles in the kitchen and bathroom. This is a missed opportunity to engage children to help design and improve their home.

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

The manager and staff know the risks associated with the children. They have a clear understanding of risks in relation to going missing from the home and suicidal ideation. Individual, up-to-date risk assessments address the known vulnerabilities for each child. These provide clear guidance to staff to manage the risks.

Staff are consistent in their approach to providing care for children. They ensure clear boundaries about acceptable behaviours. Staff communicate effectively with children. This means positive behaviour is promoted, recognised and rewarded.

Children who go missing from their home experience a well-coordinated response to reduce the actual risk of harm. When children are missing, the members of the trained staff team follow clear and comprehensive guidelines. This means they are proactive in locating the child. These plans are shared with professionals to ensure a consistent response.

The team uses research-informed practice and the outside clinical psychologist to inform their practice. This means they are able to make a difference to the life and overall well-being of the children in their care.

Careful recruitment means that unsuitable adults do not work in the home. The manager manages allegations in line with safeguarding procedures. Staff understand the whistle-blowing policy and know how to raise concerns with outside professionals.

The manager does not ensure the prompt submission of safeguarding incidents to Ofsted. This limits the regulator's oversight of safeguarding actions.

### **The effectiveness of leaders and managers: good**

The manager is inspirational and ambitious for children, often going above and beyond to change the outcomes for them. A social worker described the manager as being 'excellent', and said she went over and above what she needed to do, especially when children are missing from home.

The manager monitors the quality of care and can provide evidence of improvement since the last inspection. The manager has a good understanding of the home's strengths and areas for development.

The manager leads by example and expects the staff team to engage with professionals to establish strong working relationships. She is child focused and committed to improving the outcomes of the children.

There is an effective induction programme that all staff complete before they are signed off their probation. Staff receive training to meet the specific needs of the children.

Team meetings and handovers are used to maintain staff consistency. Staff feel supported by the manager and receive regular supervision. Supervision sessions allow staff to reflect on children's progress and experiences.

The manager has carried out a review of the quality of care, which is detailed and celebrates children's successes. The manager challenges placing authorities where there are concerns about children's plans, including the timing of them leaving care.

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

### Statutory requirement

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, The 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        |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| <p>The protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health.</p> <p>(Regulation 12 (1)(2)(d))</p> <p>In particular, the registered person must ensure that hazards are removed, such as cracked tiles on the bathroom and kitchen floor and repairs being carried out in timely manner.</p> | 30 October 2024 |

### Recommendation

- The registered person should have a system in place so that all serious events are notified, within 24 hours, to the appropriate people. The system should cover the action that should be followed if the event arises at the weekend or on a public holiday. ('Guide to the Children's Homes Regulations, including the quality standards', page 63, paragraph 14.13)

### 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:** 1270731

**Provision sub-type:** Children's home

**Registered provider:** Tab Care and Support Ltd

**Registered provider address:** Fischer Crowne, 34 Castle Street, Liverpool L2 0NR

**Responsible individual:** Anthony Willmore

**Registered manager:** Rebecca Woods

## Inspector

Nicola Jeffery, Social Care Inspector

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