

1277079

Registered provider: Restorative Social Care Services Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and managed by a private company. It provides care for up to two children who may have social or emotional difficulties.

The manager registered with Ofsted in December 2022.

Inspection dates: 7 and 8 March 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: 15 March 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
15/03/2022	Full	Good
16/10/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children benefit from living in a home that is warm and welcoming. The home has a new, modern kitchen, and the lounge area is newly decorated. Children are encouraged to personalise their bedrooms, and there are photographs of the children on display around the home. This helps children to feel a sense of belonging to the home.

Children say that they like living in this home. One child described the home as 'calm'. Children say that, if they cannot live with their family, then they want to live in this home until they reach independence. One professional said, 'She [name of child] is always over the moon to talk to me about her life in this home.'

Staff understand the importance of education. However, not all children in the home attend education. Despite the manager escalating this as a concern with the relevant local authority, there is no clear structured plan for education in place for all children. This means that children are not supported to achieve their full educational potential.

Children are enabled to spend independent time in the local community with family and peers who are important to them. Staff encourage children to invite family and peers to the home as guests. This helps children to develop their independence skills and build connections with others outside of the home.

The manager ensures that children feel listened to and understood. When children raise complaints, the manager responds by writing a letter to the child. This means that children feel that their opinions are valued, and that staff act on them.

Staff understand the value of positive experiences. Children have enjoyed a holiday abroad, meals out, and day trips to local areas and further afield. Children are encouraged to pursue their interests such as rugby, beauty, and fashion. This increases children's self-confidence and helps them to make lasting memories.

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

Children living in this home say that they feel safe. Professionals share this view. One professional said, 'She [name of child] is absolutely safe there.' This is because the children are supported to build trusted relationships with staff that know them well.

Children's risk assessments are clear and easy to follow. Staff are clear about the children's individual risks and how best to manage these. Risk assessments are reviewed and amended when risks change, and this means that staff can anticipate risk. This helps keep children safer.

Children are supported in one-to-one sessions to understand how to keep themselves as safe as possible. However, these sessions are not always successful in changing behaviours in key areas, such as health and well-being for children. This means that children are not always provided with the skills to make positive lifestyle choices.

Rewards and consequences are used appropriately in the home. The manager reviews these to gauge their effectiveness. Consequences are linked to the perceived negative behaviours. Children's positive behaviours are recognised by staff and rewards are given. This helps to reinforce positive behaviours and gives children a sense of pride.

The effectiveness of leaders and managers: good

The manager is new to the home. He is supported by an assistant manager who has worked at the home for a significant period. Alongside this, he has had a thorough handover and transition period. This has helped the children manage these changes in the best possible way.

Staff say they feel supported by the manager. One member of staff said, 'We [staff] are relaxed around him [manager] and the children feel this, too.' Staff feel that this has helped to create a 'family feel' to the home. This means that children are living in a positive environment where they feel cared for.

New staff say that they feel welcomed to the team. They are supported by a robust induction programme, shadow shifts and allocated to work with an experienced shift partner. This provides new staff with a greater understanding of the role, and results in better support for the children.

Staff training is a priority for the organisation. The training matrix is up to date with mandatory and desired training for managers and staff. Bespoke training packages are tailored to meet the individual needs of the children in the home, such as bereavement and self-harm. This means that staff are provided with the knowledge to help children develop.

The manager knows the strengths and areas for development of his team. He utilises these strengths for the benefit of the children. He helps to upskill staff in areas where they feel less confident, such as chairing team meetings and supporting staff with probation reviews for new starters. This supports staff development and helps them to feel valued at work.

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

Recommendations

- The registered person should ensure that children placed in a home should be supported to sustain or regain their confidence in education and be engaged in suitable structured activities. In particular, children should be supported with structured education activities during the school day. ('Guide to the Children's Homes Regulations, including the quality standards', page 28, paragraph 5.15)
- The registered person should ensure that staff have the relevant skills and knowledge to be able to help children understand, and where necessary work to change negative behaviours in key areas of health and well-being. In particular, they should support children to understand the wider and long-lasting implications of misusing drugs. ('Guide to the Children's Homes Regulations, including the quality standards', page 35, paragraph 7.18)

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: 1277079

Provision sub-type: Children's home

Registered provider: Restorative Social Care Services Ltd

Registered provider address: 8 Victoria Street, Greetland, Halifax, West Yorkshire HX4 8DF

Responsible individual: David Copping

Registered manager: Anthony Gill

Inspector

Jo Birtwhistle, Social Care Inspector

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