

1277726

Registered provider: Kisimul Group Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned and provides care for up to eight children with severe learning disabilities.

At the time of the inspection, eight children were living at the home. All children were spoken to during the inspection.

The manager is suitably experienced and qualified.

Inspection dates: 15 and 16 October 2025

Overall experiences and progress of children and young people, taking into account	outstanding
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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	outstanding
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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: 16 September 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/09/2024	Full	Good
17/10/2023	Full	Good
06/02/2023	Full	Good
05/10/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The home environment is large and welcoming. It is beautifully presented and replicates that of a loving family home. The children are included in deciding on decoration and changes to the home. The bedrooms have been personalised to reflect children's interests and wishes. The communal areas are colourful, with seasonal themes that transform the space. There are also canvas pictures of children around the home and photos showcasing children's progress and experiences. This creates a homely environment for the children.

Children are thriving due to exceptional care from a skilled and experienced staff team. Children benefit from positive relationships with staff who know them incredibly well. Staff accept and value children for who they are, enabling children's personalities to flourish while living at the home. The manager and staff have created a safe and playful environment, which helps children to relax and be themselves. As a result, their interactions create a calm atmosphere, and children make outstanding progress which goes beyond expectations.

Children are provided with excellent opportunities to experience adventures and new challenges. Several children have regular work experience in the local community. This has included making takeaway pizzas for the local police and fire service and delivering these. Other children assist with cleaning duties at a nearby church. These meaningful contributions represent significant achievements, supporting children to develop their independence skills, self-confidence and a stronger sense of belonging within the community.

Children, including those who communicate non-verbally, are supported to express their views and actively take part in decisions about their day-to-day living arrangements. They are helped to use the most appropriate communication methods to make their views, wishes and feelings known. Staff support children to celebrate their culture, interests and achievements. A child who was formerly part of their family church congregation now joins the service online each Sunday, enabling them to sing along with their family who are in attendance at the service.

The team is aspirational for children. The staff work closely with the organisation's education team, supporting children to reach their individual targets and goals. One child had previously been out of education for several years, now attends full-time and is progressing well. For another child facing challenges, residential staff support them in school each day and help tailor the child's timetable to reduce barriers to attending education.

Staff understand the need for children to spend time with their families and people who are important to them. Staff ensure arrangements are in place to promote and support children to have time with their families and attend family celebrations. This means that children maintain a sense of identity and connection with their families.

Staff have a strong understanding of children's health and well-being needs. They actively support children to attend routine appointments and take a proactive approach to meeting wider health requirements. Children enjoy a balanced diet and are encouraged to exercise daily through fun and engaging activities that help sustain their interest and motivation.

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

Safeguarding children, both within and outside of the home, requires meticulous planning. This planning reduces risk and keeps children safe. Risk assessments are continually reviewed to accurately reflect the levels of risk. This means that, when possible, children can experience new challenges and develop new skills while remaining safe.

Staff knowledge and understanding of safeguarding procedures are sound. Leaders and managers ensure that in the event of an allegation or complaint being made, they refer it to the appropriate safeguarding professionals. Any allegation or complaint is fully investigated and dealt with in a timely way. Outcomes are recorded, and actions are taken to ensure that children and staff are supported throughout these processes. This means that concerns are taken seriously, and steps are taken to help prevent children from harm.

The manager ensures that research is embedded in practice. They understand the importance of a trauma-informed approach, which they implement effectively. For example, the manager and staff understand the significance of attachment and loss in children's lives. They have helped children to reconnect with family and repair relationships that had become fractured.

Staff are appropriately trained and skilled in de-escalation and restraint. When needed, this is proportionate and used to keep children and staff safe. The manager reviews records of restraint to ensure that interventions are safe and effective. However, it had not been identified that some debriefs were not signed and dated. This has not had an impact on children.

The manager has comprehensive review systems in place where they monitor any patterns or trends of incidents. This review enables the manager to identify any potential triggers or timings. Learning from these reviews is used to improve practice to try to reduce future incidents. Staff support children to develop new strategies to manage their emotions and behaviours safely.

Medication systems are effective and secure. There have been two medication errors which were swiftly addressed. The manager has been quick to investigate each incident. Changes to practice have been implemented to avoid reoccurrence. All staff are trained in medication administration and undertake a competency assessment. As a result, the likelihood of further errors is minimised.

The effectiveness of leaders and managers: outstanding

The registered manager and deputy managers are extremely ambitious for staff and children. They have created stability and security for children. This enables them to grow and flourish. Their knowledge of the children and ability to relate to them is commendable.

The manager demonstrates highly aspirational leadership, driving continuous improvement across the service. His vision and commitment are shared by the deputy managers and have led to notable enhancements in communication practices, ensuring that children's voices are heard and understood through personalised and inclusive approaches. Managers also champion diversity awareness, embedding a culture of respect and celebration of individual identity throughout the home.

The manager is a strong leader. He is respected and is deeply committed to the children. He takes decisive action to ensure that children's needs are consistently met and escalates concerns when standards are not upheld. His persistence and dedication have created a positive culture where staff remain motivated. This ensures that children receive consistent, high-quality care that supports their development and well-being.

Staff genuinely love working at the home and express a strong affection for the children. They describe a 'family-like' atmosphere and feel incredibly well supported by managers and each other. New staff receive a thorough induction and a detailed training programme. Training includes topics specific to the needs of the children. There is a commitment to ongoing learning and development. This keeps practice dynamic and up to date.

Leaders and managers have a clear and ambitious plan for the continued development of the home, driven by a deep commitment to improving outcomes for every child. Their vision is strategic and child centred, prioritising the enrichment of experiences, the promotion of independence and the tailored support of each child's individual needs and interests. The manager is particularly passionate about changing people's views on children's homes and breaking down barriers for children with disabilities.

Staff receive good reflective supervision and regular team meetings. They engage in structured sessions that encourage open dialogue, active listening and thoughtful reflection. Research and external resources are actively used to enhance the staff team's skills and knowledge. By fostering a culture of learning and support, managers ensure that reflection is a tool for both individual development and team effectiveness.

Feedback from parents and professionals was unanimously positive. One social worker said, 'The manager is passionate and inspirational. He's a breath of fresh air,' adding, 'I don't think he knows how good he is and just what a difference he supports the staff team to make to children's lives.' Another social worker said, 'They are by far the best home I have ever worked with and committed to helping children make remarkable progress.' A child's parent said, 'The guilt of my child going into care was immense, but it was the best decision I have ever made; he has excelled in all areas and made more progress than I ever imagined was possible. The team are just incredible.'

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

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: 1277726

Provision sub-type: Children's home

Registered provider: Kisimul Group Limited

Registered provider address: The Old Vicarage, High Street, Swinderby, Lincoln LN6 9LU

Responsible individual: Post vacant

Registered manager: George Allan

Inspectors

Zoey Lee, Social Care Inspector

Linda Mason, Social Care Inspector

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