

1278753

Registered provider: Oasis Adolescent Services Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is operated by a private organisation. The provider states in their statement of purpose that they provide specialist care for up to three children who may have experienced emotional and behavioural difficulties (social and emotional difficulties), and complex needs. The children are supported by an experienced registered manager who has been in post since September 2018.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. We returned to routine SCCIF inspections on 12 April 2021.

Inspection dates: 30 November to 1 December 2021

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	outstanding
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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: 12 February 2020

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/02/2020	Full	Outstanding
20/03/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Since the last inspection, the three children who moved in at the time the home was registered have moved into independent living. Three new children have moved into the home.

From their initial starting points, children make exceptional progress in this home. This is because children's individual care plans are tailored to encompass their needs, challenges and aspirations. Children thrive in this positive and nurturing environment and say, 'This is the best home,' 'I am back at school, and I have made friends,' and 'I am not doing any of the silly stuff I did before I came to live here.' Work undertaken with children, such as key-work sessions, could be further enhanced by encouraging the children to review and comment on this work. This would enable them to have a better understanding of the aims of their placement and the progress they make. A recommendation is made to address this matter.

Education is prioritised in this home. Children are supported by a range of external educational providers to help them reach their full potential. This level of support has enabled children who have not attended education for a considerable time, to re-engage and develop career aspirations for their future. As a result, one child is training to become a barber and two children are undertaking training in sports science.

Children are well supported to maintain contact with their families. Parents and siblings are regularly invited to the home to take part in activities or to join the evening meal. Likewise, children are provided with excellent opportunities to make friends in the community. For example, some children have joined the local rugby team, football team and gym. Friends are welcomed to the home and this supports the positive family environment the staff team has created.

Children are celebrated for their individuality and personal interests. Staff go the extra mile to ensure that children feel a sense of belonging and worth. Through consultation, the home is designed and decorated to reflect the children's individual style. For example, the fabulous decoration of one child's bedroom is completed in a well-known designer style. A child said, 'I love my room; it is the best room in the house. It is where I chill.' This demonstrates the pivotal importance that consultation plays with children in this home.

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

Referrals made to this home are vigorously assessed and matched against the skills and experience of the staff team and the children already living here. This process has proven highly successful. Since the home was registered, the first three children

to live here remained at the home until they reached their 18 birthdays in 2021. These children successfully completed their education and secured employment, before making a positive move to independent living.

Children's individual risk-taking behaviours are managed effectively in this home. Risk assessments identify individual risks and provide the staff team with clear guidance on effective measures to reduce risk. The children regularly review their risk assessments and work with the staff on identifying triggers for risk-taking behaviour and strategies that help to mitigate these risks.

Since being admitted to this home, risk-taking behaviours for children, both past and present, have significantly reduced. This is because children are cared for by a dedicated and committed staff team that fully engages with the children's plans and aspirations. Children feel valued and grow in confidence and self-esteem. One child said, 'This isn't like the other homes. It feels like home. You can tell that the staff care about you just by the way they look at you. It's not fake.'

Children rarely go missing from the home. On the occasions when children are late to return to the home, staff take swift and effective action to ensure that the children are returned to the home safely. Likewise, episodes of disruptive behaviour are minimal. This is because the staff are trained in the effective use of de-escalation and redirection techniques. A staff member said, 'Although we are trained in physical intervention, we will always work with the children to help them to become calm. There has only been one incident requiring a minor intervention since the last inspection. We know the children very well.'

Children are regularly consulted about their care through children's meetings, key-work sessions and monthly feedback forms. Children are provided with a detailed, child-friendly children's guide that also includes helpful contact numbers, such as for support and advice groups. Since the last inspection, there have been no complaints about this home. A social worker said, 'I have never seen my child as happy as he is now. It is a fantastic home and the staff really want the best outcomes for the children. I would recommend this home.'

The effectiveness of leaders and managers: outstanding

The registered manager and staff team have developed a caring, supportive and aspirational culture in which children thrive and grow. The children who live in this home receive informed and consistent high-quality care.

The majority of the staff have successfully completed the diploma Level 3 in residential childcare. In addition, staff receive consistent and targeted training, including clinical input, to assist them in their work with the children. A staff member said, 'The training is excellent. We use the team meetings to reflect on our learning and how this can be used with our children. We feel the results speak for themselves. Our children make fantastic progress. We are very proud.'

The registered manager provides regular formal and informal supervision. A staff member said, 'The management team supports us to be the best team for the children. We all want the utmost for the children. We want them to be the best they can be. We will pull out all the stops to help them succeed.'

The home employs a consistent, skilled and experienced staff team. However, the majority of the team are male. In order to promote a positive gender balance, the registered manager should consider employing an additional female staff member. A recommendation is made to address this matter.

At the last inspection in February 2020, a recommendation was made in relation to the upkeep of the rear garden. It is acknowledged that some improvements have been made with the introduction of a vegetable patch and garden furniture. However, further work is needed to make this a pleasant and accessible space for the children. The recommendation is restated on this occasion.

As part of the company's development plan, a clinical psychologist has been employed to work alongside the staff team and provide one-to-one support for the children. This professional input is intended to further enhance the already excellent work being undertaken with the children.

The registered manager is consistent in his approach to monitoring the quality of care provided and the positive effect this is having on the children living in the home.

The care provided in the home is supported and organised to reflect the theoretical framework of attachment. The staff demonstrate that they work closely together to create an environment where children are safe, valued, respected and accepted. This is evident in the exceptional progress and achievements the children make.

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

Recommendations

- The registered person should seek to meet the child's basic needs in the way that a good parent would, recognising that many children in residential care have experienced environments where these needs have not been consistently met; doing so is an important aspect of demonstrating that the staff care for the child and value them as an individual. This relates specifically to improving the appearance of the garden area to the rear of the home. ('Guide to children's homes regulations, including the quality standards', page 15, paragraph 3.7)
- The registered person should actively encourage children to read their records and add further information to them. They should be regularly reminded of their rights to see information kept about them and be given information about how they might be supported to access their records in later life. ('Guide to the children's homes regulations, including the quality standards', page 62, paragraph 14.6)
- The registered person should, whenever possible, ensure that staff in day-to-day contact with children include staff from different gender groups. ('Guide to the children's homes regulations, including the quality standards', page 54, paragraph 10.22)

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: 1278753

Provision sub-type: Children's home

Registered provider: Oasis Adolescent Services Limited

Registered provider address: 9 Beacon Grove, Oldham OL8 2XH

Responsible individual: Saleem Akhtar

Registered manager: Murtaza Saeed

Inspector

Maria McGranaghan, Social Care Inspector

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