

2511614

Registered provider: Nurture Childcare Services Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is registered to provide care and accommodation for up to three young people who may have social, emotional and/or behavioural needs. The home is operated by a private organisation.

Inspection dates: 2 to 3 July 2019

Overall experiences and progress of children and young people, taking into account **good**

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: this is the home's first inspection not applicable

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: none

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.

Requirement	Due date
Fitness of workers The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only— employ an individual to work at the children's home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3). The requirements are that— the individual is of integrity and good character; the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; the individual is mentally and physically fit for the purposes of the work that the individual is to perform; and full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1)(2)(a)(b)(3)(a)(b)(c)(d))	10/08/2019

Recommendations

- Where the placing authority or another relevant person does not provide the input and services needed to meet a child's needs during their time in the home or in preparation for leaving the home, the home must challenge them to meet the child's needs (see regulations 5(c)). Staff should act as champions for their children, expecting nothing less than a good parent would. The registered person should consider the use of an independent advocate (see paragraph 4.16) if the child's needs are not being met. ('Guide to the children's homes regulations including the quality standards', page 12, paragraph 2.8)
- Children's homes' staff should encourage children to take a proactive role in looking after their day to day health and well-being. Where children have specific

health needs or conditions, they should be supported to manage these subject to their age and understanding. ('Guide to the children's homes regulations including the quality standards, page 34, paragraph 7.10)

Inspection judgements

Overall experiences and progress of children and young people: good

Young people live in safe and homely surroundings. Young people are proud of their home and this is reflected in the care that they and staff take in maintaining it to a very high standard.

Young people are cared for by a stable and committed staff team that knows them well and understands their needs. Young people have developed very positive relationships with staff and with each other. This supports their general well-being and good progress.

Staff support young people to lead healthy lifestyles and help them to learn about areas such as nutrition. One young person who is in full-time employment has been supported to learn how to batch cook nutritious meals. This is so she can avoid the use of convenience meals when she moves on to independence.

Young people are attending their school or work placements and are making very good progress. Young people have developed aspirations for future employment and are already working well towards achieving their goals. One young person is taking regular driving lessons and is being assisted by staff to prepare for her driving theory exam.

One young person said, 'We do so many good things here. We are always having fun.' She went on to describe a variety of activities she had enjoyed, including theme park trips and camping holidays. Young people and staff are currently planning a holiday abroad. Positive experiences develop young people's confidence and enhance their day-to-day lives.

Staff ensure that young people are encouraged to express their views, wishes and feelings. There is good evidence that young people's requests are listened to and, where possible, acted on. For example, one young person expressed the desire to have a pet, during a house meeting, and this was immediately arranged.

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

Young people are provided with a safe place to live. They feel secure and are able to raise concerns or speak with staff if something is troubling them

The staff team knows young people well and has a clear understanding of risks to their safety and well-being. Well detailed risk assessments are in place to help ensure that staff have clear guidance about how to support young people in a safe way.

It is evident that young people are safer due to the support they receive. Since the home began operating, there have been no concerning incidents. There have been no incidents of young people going missing from the home. However, clear guidance is in place for staff to follow, should this situation occur in the future.

Young people's behaviours are stable. There has been no requirement to manage any complex or challenging behaviours. Staff regularly celebrate young people's achievements and ensure that young people are consistently rewarded for positive behaviours.

There are safe recruitment procedures in place. These help to protect young people, as prospective employees must undergo a range of background checks before being offered a post. However, some shortfalls were identified in relation to recruitment records. A requirement is raised to support improvement in this area.

The effectiveness of leaders and managers: good

There is a suitably qualified and experienced registered manager in place. The manager demonstrates a clear understanding of the aims and objectives of the service and has high aspirations for the young people in her care.

The manager ensures that great care is taken to fully explore the needs of any young person being considered for the home. This helps to ensure that young people's needs can be safely met and that new admissions do not have a negative impact on young people already living in the home.

The manager works positively with external professionals and is able to challenge them in circumstances where young people are not receiving the support they require. Consideration should be given as to how matters can be escalated when services from external professionals continue to fall short.

Staff spoke highly of the manager and expressed satisfaction with the level of support they receive. They are highly motivated and proud of the home. Staff also spoke highly of the training they receive, both in terms of quality and frequency. All the staff at the home have nationally recognised qualifications in caring for children and young people. This helps to ensure that young people are cared for by staff with suitable skills and knowledge.

The manager makes effective use of quality assurance processes. This means that she is able to identify shortfalls and address them in a quick and efficient manner. There is a well detailed development plan in place, which the manager regularly reviews and updates. As a result, young people benefit from a constantly improving service.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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: 2511614

Provision sub-type: Children's home

Registered provider: Nurture Childcare Services Ltd

Registered provider address: 71 Edge End Lane, Great Harwood, Blackburn,
Lancashire BB6 7QD

Responsible individual: Danielle Moorby

Registered manager: Bruneian Trayner

Inspector

Marie Cordingley, social care inspector

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