

2535376

Registered provider: Area Camden Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home registered with Ofsted in August 2019 and provides care for up to three children who may experience social and emotional difficulties. Three children were living in the home at the time of this inspection.

There has been no registered manager since June 2023. The current manager is in the process of applying to register with Ofsted.

Inspection dates: 8 and 9 May 2024

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: 19 April 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/04/2023	Full	Good
06/12/2022	Full	Good
02/11/2021	Full	Good
24/02/2020	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children settle in well at the home. They make good progress from their individual starting points. Children are sensitively welcomed into the home and are helped to develop meaningful relationships with a consistent staff team. These relationships are warm and nurturing. The manager and staff know the children well and hold high aspirations for them. One child said that they feel 'so proud' living in the home and that staff have helped them to think about their future and return to education.

The manager and staff take effective action when children are not in school. They talk with education professionals and provide children with educational activities at home. Children who had not been in school before moving into the home are now attending. They enjoy learning and their attendance has significantly improved. One child is working towards attaining their GCSEs.

Children enjoy a range of activities that are specific to their interests and talents. They benefit from having good routines in the home. Children say that they are given opportunities to choose the activities they would like to do. They also spend time with their friends in the community. This gives children opportunities to have new experiences in the home and in the community.

Children are supported to develop their independence skills. Staff help children to learn how to budget and cook their own meals. Children keep their bedrooms clean and personalise them with art and photos. They prepare meals independently but also enjoy food prepared by the staff.

Children's health needs are met well. Staff manage children's medication and seek medical advice if children have concerns about their medication. Staff help children to attend all their routine health appointments. Staff work closely with health professionals to ensure that children receive the appropriate support. One child said that staff know them very well and have helped them to understand their own emotional well-being and manage day-to-day challenges.

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

Children say that they feel safe. They can identify a trusted person to talk to if they have concerns. The stable and consistent home environment, together with the warmth and confidence of the staff, helps children to feel safe and secure. One child stated that this is their first home where they can talk to staff freely and feel listened to.

There is a well-coordinated response when children are missing from the home. Missing-from-care incidents are reducing. Staff understand the risks when children are missing and show appropriate understanding of the missing-from-home protocol. The manager

and staff work effectively with other professionals, and feedback from police and placing authorities is positive.

Children receive appropriate help and support to manage their behaviour and feelings. Positive behaviour is encouraged with positive reinforcement and praise, which children respond to appropriately. Physical intervention has not been required to manage behaviour in the home. This provides children with positive experiences of care.

Children are supported to understand the risks posed to them. Staff use individual sessions with children to help them to develop their knowledge and understanding of the risks. These sessions are child-centred and reflect children's individual care plans. Staff have effective strategies and monitoring systems in place to address any concerns raised. As a result, children develop skills to keep themselves safe in the home or out in the community.

Staff understand and manage children's risks well. The known and potential risks to the children are well understood by managers and staff. Risk assessments are clear and detailed and updated following incidents. Staff work well with the children's professional network to ensure that appropriate actions are taken when required.

Safeguarding practice is strong in this home. Staff have a good understanding of safeguarding procedures. Leaders and managers take allegations of harm seriously and act promptly when issues arise and work well with other agencies. However, recording of internal investigations of allegations against staff needs to be strengthened to show all actions taken, including the learning from these investigations to improve practice.

The effectiveness of leaders and managers: good

The home has not had a registered manager since June 2023. The appointed manager has applied to register with Ofsted. Despite this, the leadership and management of the home is not undermined by the absence of a permanent registered manager. The appointed manager has significant experience and is the registered manager of a sister home. In addition, the responsible individual and deputy managers support the manager to oversee the day-to-day management of the home.

Leaders and managers work proactively with other professionals and build positive relationships with parents. Professionals receive regular updates on the progress and experiences of children. Feedback received from professionals is very positive. This results in a shared approach to providing children with good-quality care and support.

Staff said that they feel well supported by leaders and managers. Team meetings demonstrate that staff can reflect on their practice and the needs of children. Staff benefit from regular supervision, covering a broad agenda. Supervision sessions are reflective, offer staff support and guidance and consider the needs and progress of children. However, staff appraisals do not show evidence of staff participation, their views and reflection on their practice.

Leaders and managers are strong advocates for children. They communicate effectively with children's families and professional networks. Leaders and managers challenge placing authorities when they do not fulfil their statutory obligations, such as arranging return home interviews when children have been missing from home. Leaders and managers ensure that any decisions made in respect of children are planned, well thought out and in the children's best interests.

The requirement from the last inspection has been met. Leaders and managers have recruited permanent staff and shifts are now covered by at least two members of staff. Most staff are suitably qualified. Leaders and managers have effective systems in place to monitor children's progress and outcomes.

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, 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
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b) (2)(a)(c)) In particular, leaders and managers must ensure that staff receive relevant training and supervision following investigations about practice, in order to bring about improvements.	28 June 2024

Recommendation

- The registered person should ensure that all staff have their performance and fitness to carry out their role formally appraised. This appraisal should consider, where reasonable and practical, the views of other professionals who have worked with the staff member. Staff should contribute to their appraisal to reflect on their role. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.5)

Information about this inspection

Inspector has 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: 2535376

Provision sub-type: Children's home

Registered provider: Area Camden Limited

Registered provider address: Malvern View, Hanbury Road, Stoke Prior, Bromsgrove
B60 4AD

Responsible individual: Joanne Capuano

Registered manager: Post vacant

Inspector

Dorothy Thompstone, Social Care Inspector

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