

2537375

Registered provider: First Blue Healthcare 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 company. It is registered to provide care for three children who have had adverse childhood experiences.

There is a new manager in post, who took up the position in April 2023. Ofsted is currently processing her application for registration.

Inspection dates: 3 and 4 August 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: 21 June 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/06/2022	Full	Good
04/05/2021	Full	Good
04/03/2020	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of this inspection, three children were living at the home. Since the last inspection, two children have left the home and two children have been welcomed into the home and have both settled in well.

All children are engaged in education that is based on their individual needs and abilities. All children have good attendance at their education provisions. Their educational achievements are positive, considering both their attainment and progress from their starting points. Staff support and encourage children to complete homework and to access activities to support their overall educational attainment.

Children have clear health plans and are registered with the relevant primary healthcare services. Staff receive guidance from relevant professionals to support their work with individual children and to implement agreed strategies and support. This provides continuity for each child. Medication is stored safely, and records are maintained on the administration of medication.

Children experience individualised care that is tailored to their specific needs and vulnerabilities. Children feel listened to and staff respond to their worries and apprehensions with empathy and compassion. This helps children to build relationships and develop a sense of belonging and self-worth.

The manager and staff work closely with placing authorities to promote time with family and friends that is positive and safe for children. This ensures that children continue to build relationships and attachments with those significant to them.

When children move into the home, assessment processes to ensure that staff can meet the children's needs are not effective. For example, assessments for two children moving into the home were completed on the same day as they arrived. This can lead to children moving into the home without their needs being fully assessed.

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

Staff understand children's vulnerabilities and the risks that some behaviours may pose to their welfare and safety. Good levels of supervision and support, alongside good-quality risk assessments, are used to protect children and minimise the risk of harm.

Staff receive regular safeguarding training and have a good understanding of their duties in promoting children's welfare. This ensures that staff are confident in the procedures to follow should any concerns arise.

The manager ensures that staff comply with locally agreed protocols for children who go missing from care. When children go missing, staff liaise with the police and complete detailed records of actions taken. Children have access to an independent person to speak to on their return home. This helps staff to consider information that may help to protect children from going missing again.

The staff team provides firm boundaries, clear routines and structure. This approach helps children feel secure and safe. Staff know children well and recognise their changing moods and potential triggers for any behaviours of concern.

Staff carry out regular health and safety checks and follow a range of safety procedures to protect children from potential hazards. These include holding fire drills, to ensure that children know what to do in case of an emergency.

The staff recruitment and selection process are thorough. Managers do not confirm any new staff appointments until all checks have been completed. These measures positively promote the safety of the children by preventing unsuitable adults from working with them.

The effectiveness of leaders and managers: good

The manager has a good understanding of the home's strengths and weaknesses. She is supported by a team of staff who are committed to helping children and improving their life chances and opportunities. This means that children in the home are supported by staff who strive to ensure that their experiences are positive.

Although there have been some recent changes in the staff team, a core group of staff remain who have continued to provide continuity of care. New staff become familiar with their role and develop the required skills and competencies through induction processes and training.

Training records show that staff benefit from regular training so that they have the skills and competencies necessary to meet the individual needs of the children that they look after. There are systems in place to ensure that training is regularly updated or refreshed. Most staff hold a level 3 diploma in residential childcare, and other members of staff are working towards their qualification.

Managers support staff through regular supervision and appraisal. This enables staff to talk about the children, reflect on their working practice and discuss their own development needs.

The staff and the manager have established good working relationships with a range of agencies and professionals who are involved in the children's care. Staff work closely with teachers, social workers and health professionals. The manager challenges partner agencies appropriately and effectively when required. Consequently, children know that they can trust the staff to advocate for them.

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 care planning standard is that children— receive effectively planned care in or through the children's home; and have a positive experience of arriving at or moving on from the home. (Regulation 14 (1)(a)(b)) This relates to ensuring that children have a positive experience of moving into the home.	14 September 2023

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: 2537375

Provision sub-type: Children's home

Registered provider: First Blue Healthcare Limited

Registered provider address: Seighford Hall, Clanford Road, Seighford, Stafford
ST18 9NL

Responsible individual: Martin Hodgson

Registered manager: Post vacant

Inspector

Dave Carrigan, Social Care Inspector

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