

2539688

Registered provider:

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately owned children's home. It is registered to provide care for up to three children with emotional and/or behavioural difficulties.

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: 1 and 2 March 2022

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: 25 February 2020

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
25/02/2020	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The progress of children is exceptional, considering their starting points. Children are helped to make positive changes to their lives through well-thought-out strategies that do not overwhelm them and have been put together by staff and the child. Children are clearly part of the planning for support in their day-to-day lives.

Carefully targeted multi-agency interventions support children when they have minor setbacks. This ensures that children receive consistent messages of support and proactive measures are introduced, agreed by staff in collaboration with external professionals.

Education is viewed as important, and children attend their education settings without fail. For most children, this is a significant change since coming to this home. For example, a child who had poor attendance at school before moving to this home has completed mock exams and gained a distinction in one of her exams. She has also successfully completed work experience and gained a college place in her chosen subject. Another child who had poor attendance before coming to this home now attends full-time mainstream school and is achieving well.

Children are kept active. They thoroughly enjoy attending a range of clubs, including Taiko drumming, Boys' Brigade, rugby, sea cadets and youth club. Children also enjoy activities such as going out with their friends and family, going to trampoline parks and watching ice hockey games. One child is proud of being the captain of a local rugby team. Staff watch the games and other events that children participate in and are rightly proud of children's achievements. Activities mean that children develop their self-esteem and resilience, to enable them to better manage the trauma they have experienced.

Children are cared for by adults who are sensitive to their needs and are warm and nurturing. Secure relationships help children to regulate their emotions. Children are happy and feel safe. They are polite and helpful. Children thrive at this home.

Children's views are important to staff and are embedded in practice. They are encouraged to express their views about all aspects of daily living and the care they receive. This also means that children have trusted adults in the home they will talk to about any concerns they have.

Medication storage and administration is secure and safe. However, some practices could be changed to make systems even safer. This would include stopping the practice of secondary dispensing.

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

Children say they feel safe. Staff form warm and nurturing relationships that help children to feel safe and secure.

Highly effective planning manages and minimises risks inside and outside of the home. The risks for children are well known by the staff. Risk management is child-centred because children contribute fully to their risk management plans.

Most children do not go missing because they have a strong sense of safety. One child has gone missing on a few occasions but has not been away from the home for a long period of time. When a child goes missing, staff follow good procedures to bring them home safely. Carefully targeted interventions are supporting children to keep themselves safe.

Staff use a therapeutic approach to support children. This approach is fully embedded in practice and means that children not only make substantial progress in their emotional well-being but also that there are very few incidents. There are also clear and consistent rules and boundaries for children. Staff are open and honest with children. This adds to children's strong sense of safety and security.

The effectiveness of leaders and managers: outstanding

The registered manager is suitably experienced and qualified. She has high aspirations for children and is influential in changing the lives of the children she cares for. The solution-focused, child-centred ethos is fully embedded in practice.

The registered manager advocates strongly for children. She is uncompromising about their health, safety and well-being.

Management oversight is meticulous. The manager monitors each child's progress and the effectiveness of their care plans. She welcomes feedback from the home's independent visitor and acts on any recommendations made. She ensures that the culture of the home is open, reflective and constantly striving to improve the services it offers to children.

Staff feel very well supported and like working at the home. Staff supervision is reflective and supportive. One member of staff said that 'this was like a second home' to them. Staff and managers know the children very well.

Staff training is of a high standard. Training is tailored to meet the specific needs of children. For example, staff attended training in attention deficit hyperactivity disorder and autistic spectrum disorder, to meet the needs of children.

All staff are trained in therapeutic techniques. There are plans in place to significantly increase staff knowledge about a specific therapeutic model. This was due to take place earlier but was delayed due to COVID-19 restrictions. This will be

a huge financial commitment for the organisation, which demonstrates how much it values its staff and strives for the best outcomes for children.

The importance of gender role models is considered, in what is a mostly female environment. For example, a male staff member from another home within the company was asked to work in this home to provide a boy with a positive role model.

Leaders and managers have strong working relationships with partner agencies and schools that ensure the best possible care, experience and futures for children. Most external professionals are very positive about the care and support provided for children. One professional said: 'The child has a really warm relationship with staff. She is happy and gets really good care and love.' They spoke about the progress that children make and the collaborative work staff do with them, ensuring that they provide a consistent and proactive response for children.

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

Recommendation

- The registered person should improve the arrangements to manage, administer and dispose of any medication. This mostly relates to the current practice of secondary dispensing. ('Guide to the Children's Homes Regulations, including the quality standards', page 35, paragraph 7.15)

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: 2539688

Provision sub-type: Children's home

Registered provider address: 11 High Street, Ruddington, Nottingham NG11 6DT

Responsible individual: Paul Bancroft

Registered manager: Fiona Goodman

Inspectors

Joanne Vyas, Social Care Inspector

Pradip Panchmatia, Social Care Inspector

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