

2540658

Registered provider: Tressell Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a small private company and provides care for up to three children with emotional and/or behavioural difficulties and special educational needs and/or disabilities.

The manager registered with Ofsted in December 2024.

At the time of the inspection, three children were living at the home.

Inspection dates: 5 and 6 February 2025

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	good
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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: 11 July 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/07/2023	Full	Good
11/05/2022	Full	Good
17/03/2022	Interim	Declined in effectiveness
26/10/2021	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children living at the home develop trusted and secure relationships with staff. Practice is consistently of a high standard, and children are well cared for. Children remain living at the home for long periods when it is in their plan to do so. Staff focus on what children are doing well. Each child's achievements are celebrated. Children's certificates, photos and artwork are on display throughout the home.

Staff know the children well. They speak about them with pride, love and affection and are ambitious about their future. Structured routines and boundaries are in place. This provides children with a sense of permanence and belonging.

Children are making exceptional progress from their starting points. Staff work with professionals such as psychotherapists to understand the impact of children's complex developmental trauma and loss. As a result, the quality of care is excellent and has led to significant changes for children.

Children attend school, and staff understand the importance of education. When children have struggled to participate in education, staff have worked with virtual school heads to secure alternative options that best meet children's needs. One child has been able to participate in a school residential trip for the first time and has completed examinations, which enhances their future life choices.

The children are encouraged to learn new skills in preparation for independent living. Staff carefully plan activities with children including shopping, arranging appointments and independent travel. Plans are regularly reviewed with the children to identify where more support is needed. Children trust staff and share any anxieties they may have, so plans evolve at their pace. This has resulted in one child's confidence growing as they are learning new skills every day.

Children have individual life-story books, which staff have innovatively created. The books set out chapters of each child's journey from the point of moving into the home and are used to support children to identify their feelings and recognise the progress they have made.

The children spend time with their families and others who are important to them. Children's family and friends are welcome at the home and visit often. Staff build positive and effective relationships with families. One family member said, 'I can't believe how much staff love [name of child]. They are doing so well and making progress.'

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

Children said they feel safe. Highly effective planning with professionals such as social workers means that risks are well understood. Incidents in the home are rare because

staff know the children well and know how best to support them using therapeutic approaches, which prevents incidents from escalating.

Children are supported to take risks appropriate to their age and understanding, which means they develop a strong sense of safety. Careful well-thought-out plans are in place. One child has been gradually supported by staff to develop their confidence in spending time in the community. This means that they can now confidently go out alone and access community activities such as swimming.

Children are encouraged to understand their behaviour. Natural consequences are in place and staff spend time with children to explain the reason for these to ensure children learn from them. Children take responsibility for their actions and incidents have significantly reduced.

The effectiveness of leaders and managers: good

There is a suitably qualified and experienced manager in post. The manager is supported by the responsible individual. They both have an ambitious vision for children and are committed and care about the welfare of children and staff.

There have been changes to the staff team and there is an active recruitment drive. When necessary, agency staff work alongside a team of staff who are skilled and experienced. Children have not been impacted by this as they have secure relationships with core staff.

The manager has high expectations of the staff team and promotes a learning culture. The manager leads by example and oversees practice using weekly and monthly audits. Children's progress is regularly reviewed to consider any additional support they may need. These systems ensure that the manager understands the home's strengths and weaknesses and has plans in place to improve practice.

The manager has excellent relationships with the children, families, professionals and the local residents. Staff arranged a fundraising event for charity, and the children were involved in promoting the event, which was well attended. This supports children's sense of belonging in the community.

Staff benefit from regular supervision and team meetings. These provide opportunities for staff to discuss their roles and responsibilities and to develop and enhance their practice. However not all staff have an appraisal in place, which is a missed opportunity to discuss their individual learning and development.

Staff are provided with training specific to the needs of the children, such as foetal alcohol syndrome and bereavement and loss. Staff work closely with the clinical team to ensure their approach is focused on developing attachments to children who have experienced trauma.

Staff are ambitious about children's futures and they enjoy their work and feel supported by managers. One member of staff has recently been provided with opportunities to develop their role, which means they are now responsible for physical intervention training across the provider's settings.

The manager has identified areas of strength and areas for improvement and has a clear plan in place to drive improvements. This includes a strong focus on staff development to ensure the home is a positive environment where good practice can thrive.

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

Recommendation

The registered person should ensure that all staff have a yearly appraisal to consider their training and development needs. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.5).

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: 2540658

Provision sub-type: Children's home

Registered provider: Tressell Homes Limited

Registered provider address: Unit 41, Price Street Business Centre, Price Street, Birkenhead CH41 4JQ

Responsible individual: Julie Collins

Registered manager: Maria Charlesworth

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Inspector

Nicola Forrester, Social Care Inspector

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