

2544217

Registered provider: Absolute Children's Services Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private provider and is registered to provide care for up to five children with social and emotional needs. The home's statement of purpose says that the home provides care for children who present with complex and challenging needs in terms of their emotional, psychological and developmental well-being.

The manager is registered with Ofsted and is suitably qualified and experienced.

Inspection dates: 3 and 4 May 2022

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: 6 October 2021

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection:

This home was subject to a restriction notice between 27 October 2021 and 6 December 2021. This was due to a series of safeguarding concerns that were being investigated by external agencies. Following a monitoring visit on 6 December 2021, and satisfactory conclusion to external investigations, this restriction notice was lifted.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/10/2021	Full	Requires improvement to be good
17/08/2021	Full	Inadequate
06/01/2020	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

Children are beginning to make progress from their starting points. Staff know the children well and they are building positive and trusting relationships. The preferred model of care is well embedded within the team. Children are provided with clear structure, routines and boundaries. This has supported the children to become more secure and settled.

Most of the children have education provision in place that meets their needs. The manager has been working with other professionals to try and secure a school place for one child. Alternative arrangements for this child are currently in place and consist of in-house education and online tutoring. This is supporting the child to establish good daily routines and maintain their connection with education. Another child's place at a previous school has been maintained, which has helped them to hold on to important friendships with peers and has provided consistency.

Children are encouraged to live a healthy lifestyle. Staff have addressed concerns around the use of vapes to help children understand the impact on their health. This has led to a reduction in these behaviours. Children have regular scheduled meetings with the home's therapist, which supports them with their emotional health and well-being.

Children are supported to keep in touch with people who are important to them. This has led to one child having increased time with their family and improved relationships with them. Children are encouraged to join clubs and do activities in the community to support them in building friendships away from the home, and to help them to engage in the local community.

Transitions are well planned and new children have benefited from visits to the home before moving in. Children coming to the home have had opportunities to meet the children already living there. This is seen as part of the planning process and has helped to reduce anxieties for all the children. Matching and impact assessments are detailed, and they help staff to consider the risks and impact on the new child and others. One child experienced an unplanned ending, as it was felt that the home could no longer meet their needs. This was managed sensitively and the child was supported during this time.

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

There had been an increase in incidents at the home. This led to children going missing from the home, some aggression towards staff and damage to the home. At times, staff struggled to manage children's behaviour, which led to some prolonged incidents. The manager used reflective practice, debriefs and additional training to support the staff team. The team now has a better awareness of, and more confidence in, managing behaviours that may be challenging. Children were also

given opportunities to discuss and reflect on incidents and on the impact of their behaviour on themselves and others. Consequently, incidents have significantly reduced in their frequency and duration and children have become more settled.

Risk assessments are clear, detailed and individual to the child. They contain strategies for the management of risks. Behaviour support plans provide staff with guidance on how best to support children who may have difficulty in managing their emotions. The home's therapist provides additional advice on approaches and communication with children, which is incorporated into plans.

Complaints are infrequent and when they happen they are well managed. Children have positive relationships with staff, which means that they have trusted adults they can talk to about any concerns. Children have a clear voice in the home and are listened to.

Children are provided with a safe, clean and homely environment. They have bedrooms that are personalised to their individual tastes and have also contributed their views on the redecoration of the home. This has helped children to feel connected to their home.

The effectiveness of leaders and managers: good

The manager is an ambitious and dedicated leader who has high aspirations for the children, staff and the home. They have a good awareness of the home's strengths and weaknesses and have used systems and processes designed to develop the home and the team. Reflective practice has been used to good effect in implementing change and improvement.

The manager has created a range of auditing tools designed to support with quality assurance and monitoring. As a result, the manager has good oversight of all areas of the home and can complete management tasks effectively.

Staff benefit from regular supervision and appraisals, and they are given opportunities to discuss and reflect on practice. Staff also have regular group supervision and training with the home's therapist to further develop their skills and understanding of children's needs. The manager and senior management team are a visible presence in the home and, as a result, staff feel supported and valued.

There has been a focus on staff training and development to improve knowledge, skills and understanding. Staff have had training that covers a range of topics related to supporting and safeguarding children. The home's preferred model of care is well embedded in practice and regularly revisited with the home's therapist. The manager has passed on training in supervision to further develop staff awareness.

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: 2544217

Provision sub-type: Children's home

Registered provider: Absolute Children's Services Ltd

Registered provider address: 98 Grove Street, Leek, Staffordshire ST13 8DU

Responsible individual: Derrell Crump

Registered manager: Taslima Shaikh

Inspector

Sarah Orriss, Social Care Inspector

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