

2546474

Registered provider: Care Perspectives Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and operated by a private company. It is registered to provide care and accommodation for up to three children/young people. Children may have mental health and/or emotional and social difficulties.

An experienced qualified registered manager has been in post since the home was registered in January 2020.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers on 17 March 2020.

Inspection dates: 18 to 19 May 2021

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: not applicable

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: not applicable

Inspection judgements

Overall experiences and progress of children and young people: good

This is the home's first inspection since being registered with Ofsted in January 2020. Two young people are currently living in the home and have done so for nearly 12 months. Since January 2020, three young people have moved in and out of the home. The registered manager and the staff have reflected and have learnt from the placements that have ended. As a result, the two young people currently being cared for are settled, and they enjoy excellent relationships with staff.

The registered manager comprehensively considers the needs of each young person before they move into the home. This ensures that staff understand each young person's needs, and staff can provide appropriate support and care that help young people progress and achieve the best possible outcomes.

Staff are passionate about the care they provide the young people. Staff deliver therapeutic care that is nurturing and is individualised to each young person. Staff know the young people well. Staff are proud of the progress and achievements the young people make. For example, staff spoke confidently to the inspector about one young person who had learnt to cook meals, developed relationships with others and is able to manage their emotions more effectively.

Young people enjoy healthy relationships with each other in the home. These relationships are supported and are monitored by staff. As a result, young people have positive childhood experiences. For example, staff arranged a 'sleep over' for the young people with tepee tents in the living room. This was a positive experience for the young people.

Staff listen to young people's views, wishes and feelings. They adapt and change practice, when appropriate to do so. For example, young people said that they did not like the weekly young people's meetings. As a result, these no longer take place. Staff still gather young people's views. This is done daily through evening discussions and through reflecting on the day.

Staff help young people to access specialised external mental health services, when needed. Staff also work with an in-house clinical team to provide young people with strategies and tools to manage their mental health and emotional well-being. One young person told the inspector that this was really helpful and that staff never ran out of ideas or strategies for them to use.

Young people's records are personalised and are written like a letter for the young people to read themselves. This is because staff understand the impact these records could have on young people, should they choose to access them now or in the future.

Staff help young people to spend time and communicate with people who are important to them. This supports young people to remain in contact with family members. Young people have relationships outside of the home, and they build friendships with others in the wider community. They also enjoy a range of activities with staff that are captured through photographs and through memory books that staff have created.

The home is beautifully decorated and is homely and inviting. Young people want to live there and call it their home.

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

The registered manager has created a strong safeguarding culture within the home. Safeguarding measures are reviewed and are discussed at every opportunity with the young people and staff. As such, the young people have security, and they feel safe.

Staff are alert to potential safeguarding issues and report concerns immediately, allowing the registered manager to take effective action to keep young people safe. The staff and the registered manager are transparent and effective in sharing information with other professionals.

Staff are skilled and are trained to help young people who experience self-injurious behaviours. Medical attention is sort, when needed, and young people are provided with strategies to reduce self-injurious behaviours. Positive relationships between staff and young people enable staff to explore any concerns or worries young people have.

Staff respond well when young people go missing from home. They follow the procedures to ensure that young people are safely returned home. The staff continually consider if the young person has been exposed to risk and if they need additional support. The registered manager's overview is detailed and takes a holistic approach, reviewing all known information.

Staff understand young people's behaviours, and they manage these well. As a result, staff do not physically restrain young people. Staff take a solution-focused positive approach that is effective in managing behaviour and in keeping young people safe.

The home has a location risk assessment that staff have put into a child-friendly summary. As a result, young people are aware of the risks in the local community as well as the staff. The document is purposeful and beneficial in keeping young people informed.

The registered manager's recruitment practices are excellent. Safer recruitment practices are adhered to. In addition, the registered manager risk assesses the

suitability of each new employer on the information gathered during the recruitment process. This means the suitability of each employee is well considered.

The effectiveness of leaders and managers: good

A registered manager is in post and has high expectations and ambitions for the young people she cares for. She has an excellent oversight of the home, and she is aware of the strengths and areas for development in the home.

Staff are well supported by the registered manager and the deputy manager. All staff spoke highly of the management team. The registered manager considers staff's individual needs and supports them appropriately. This is effective and demonstrates a confident leader that helps others to achieve their best. As a result, staff feel confident and safe in their practice.

Staff have regular supervision with senior staff. In addition, the registered manager meets monthly with the staff who she does not supervise to check on their well-being and explore any worries or concerns. This management practice is excellent and makes staff feel valued.

The registered manager's monthly audits are very detailed and are to a good standard. The quality of the review and the monitoring systems are effective in making continued improvements to the care that young people receive.

Staff have extensive training to help them meet young people's needs. The registered manager is continually testing staff's knowledge through discussions and through mini quizzes. This reassures the registered manager that the training which staff complete is effective and improves practice.

Feedback gathered from professionals during the inspection was glowing. It demonstrated the joint partnership working and child-focused approach that the registered manager and the staff deliver through their care of young people.

The registered manager and the staff advocate fearlessly for the young people to ensure that the young people have the best opportunities and are not disadvantaged. For example, the registered manager was instrumental in bringing professionals together to challenge the decision of a young person who had been permanently excluded from school. Her relentless advocacy resulted in the decision being overturned. The registered manager did what a good parent or carer should do and was not discouraged by the barriers she faced. Because of this, the young person's educational future has been greatly improved.

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: 2546474

Provision sub-type: Children's home

Registered provider: Care Perspectives Limited

Registered provider address: 36 Frederick Street, Loughborough LE11 3BJ

Responsible individual: Mausumi Maulik

Registered manager: Paige Foster

Inspector

Lisa O'Donovan, Social Care Inspector

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