

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. Children may have mental health, emotional or social difficulties and learning disabilities.

The same manager has been in post since February 2022. The manager registered with Ofsted in June 2022. The manager has an appropriate management qualification.

Inspection dates: 22 and 23 January 2024

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: 27 February 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
27/02/2023	Full	Good
18/05/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, the same two children have lived in the home. One child has lived there for a year and the other for over two years. Both children are settled and are making good progress from their starting points. Social workers are extremely positive about the nurture and well-planned care that staff give to their children and the progress they have made. They say children feel valued and listened to.

Children's views are central to the running of the home. Staff consult children in all aspects of their care and support children to take increasing control of decisions that affect them. Daily 'bothering me' discussions enable staff to monitor children's emotions and explore their anxieties. Child-friendly placement plans completed with children enable children to invest in their care and take ownership of their progress. This practice is innovative and worthy of wider dissemination.

Staff know children well and are flexible and adaptable with how they respond. For example, staff ensure that children acquire skills for independent living at a pace that is suitable for each child. Staff encourage children to carry out everyday routines and chores. Children learn budgeting skills by going shopping with staff. Staff also support children to walk to the local shop on their own. Staff tell children they are proud of them for wanting to do more for themselves.

Children's education is a high priority. Both children attend a school that meets their needs. Staff support children to achieve good attendance. Consequently, both children are progressing in their education. Staff support children with homework in the way a good parent would. They encourage children to be ambitious about their future. This means that children develop aspirations and a sense of hope.

Staff sensitively support children with their health and well-being. They educate children and support them to eat healthy meals and to take regular exercise. As a result, one child has lost weight, which has increased their self-esteem. Staff work closely with clinicians to understand children's emotional needs. Staff seek specialist help when necessary. The multi-team approach means that children's health needs are promoted effectively.

Staff understand the importance of positive memories for each child's life story. Children have an individual daily comments book and personalised memory book with photos and comments charting their time at the home. Each child will take these books with them when they move on. Positive memories like these help children to feel loved, to be happy and to be able to thrive physically, emotionally and socially.

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

Regular consultation with clinicians is used well and is effective in improving staff practice. This allows staff to understand the reasons behind some behaviours children exhibit and provides an excellent nurturing environment for children. Staff follow the principles of restorative practice. They manage inappropriate behaviour through natural consequences, which helps children to take responsibility and learn from their behaviour. Strong routines and boundaries help children to feel safe and contained.

Detailed risk management plans, written with children, guide staff to manage children's complex behaviours. Incidents are rare and managers' monitoring is effective in continually improving staff practice. When necessary, additional training with the clinical team is arranged. As a result, staff become more knowledgeable, and children become more able to manage their emotions.

Staff work hard to keep children safe. They educate children in planned meetings and ad hoc discussions. Staff use online resources with children to discuss topics such as bullying and online risks. Staff regularly involve children in completing their own risk assessments, so that children understand their own risks and strategies to keep them safe. This approach enhances children's feelings of safety and security.

Unkind behaviour is not tolerated. When children use racist language, staff educate children and explain to them about being tolerant and kind. Children receive incentives for positive behaviour and bullying does not happen. When children say they are being bullied at school, staff immediately inform teachers and agree strategies to protect children. Staff are persistent until the bullying stops. This prompt action means that children feel their concerns are taken seriously and helps them to feel safe.

Regular health and safety checks and fire checks ensure that the home is a safe place for children to live. Additionally, the manager assesses risks in the local area and consults widely to ensure that the home is safely located. However, staff do not always follow agreed procedures for the same administration of medication. As a result, on two occasions, children have been administered medication incorrectly. On each occasion, managers have acted quickly to improve monitoring systems and to educate staff to improve practice.

The effectiveness of leaders and managers: good

The home has a registered manager and a deputy manager. The manager has worked at the home for two years and has been a consistent presence in the lives of children. The manager places children at the heart of their practice, and they promote a child-focused culture. The manager and deputy have an open-door policy to ensure that they are available to staff and to children.

The manager is a strong advocate for children. He is confident in challenging other professionals when he believes that they are not acting in children's interests or fulfilling their responsibilities to children. Managers work in partnership with other professionals and with parents to ensure that children are reaching their full potential, are happy and are safe.

Managers ensure that team meetings are informative and child-focused. Clinicians attend meetings to discuss children, their development and therapeutic parenting practice. This enables staff to reflect on situations that have arisen and consider alternative approaches.

A blend of good-quality face-to-face training and online training in areas such as complex trauma and autistic spectrum disorder ensures that staff have a comprehensive and fully informed understanding of children's complex behaviours. As a result, when children show these behaviours, staff are nurturing and empathic in their responses, enabling children to rebuild relationships and move on positively.

Staff receive regular, good-quality supervision and annual appraisals. This helps them with their development and to reflect on their practice. The manager encourages staff to be ambitious and to strive to progress in their careers. Staff are extremely positive about the support they receive from the manager. They say that morale in the team is high.

The home is fully staffed. Three of the 10 staff have the required qualification and six are enrolled. Managers and staff have worked hard to ensure that children have consistent care. Cover staff have been used to cover shortfalls in staffing in a way that minimises disruption to children's relationships. This means that children build trusted relationships with known adults who care for them.

The manager takes complaints by children seriously. He keeps children fully informed and ensures that they receive an outcome. Managers quickly address any shortfalls in practice. This means that managers learn from complaints and children feel that their views matter.

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: Care Perspectives Limited, 36 Frederick Street,
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Responsible individual: Rodrigo Ferreira

Registered manager: Yaw Quainoo

Inspector

Karen Gillingwater, Social Care Inspector

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