

2557920

Registered provider: Flourish (Gloucestershire) Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned by a private provider who offers care for up to 3 children who experience learning disabilities. At the time of this inspection, 2 children were living in the home. The inspector spent time with both children.

Since the last inspection, there has been a change in registered manager. The current manager has been registered since August 2025.

Inspection dates: 14 and 15 January 2026

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: 18 September 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/09/2024	Full	Good
14/11/2023	Full	Good
14/02/2023	Full	Good
10/08/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children like living at the home and feel safe and supported by staff. Children engage positively with staff and enjoy their company.

Staff support children to make progress through the consistent use of a therapeutic approach. Despite living in the home for a brief time, both children have made positive steps. Professionals and parents said that they are pleased with how children have settled and with the level of care that staff provide children. One parent said that the home has been 'absolutely brilliant' for their child and that they cannot praise them enough.

Both children have plans for education; they have excellent attendance and enjoy learning. Professionals said that children feel safe and happy and that one child speaks fondly of home because of the trusting relationships that staff have built with children.

Children participate in a range of activities, such as trampolining, swimming, cycling, and visiting the farm. One child said that they regularly go out on the weekends and enjoy time with staff. Staff help children maintain family relationships and enjoy quality time with people who are important to them. Family are welcomed at the home and visit regularly.

Staff support children to meet their health and wellbeing needs. They are registered with local universal services and attend all appointments. Staff prepare children so they know what to expect, which helps alleviate any anxiety.

Children have started learning basic independence skills, such as getting themselves dressed, personal care, helping staff with meals and using the washing machine. There is a focus on supporting older children to prepare them for young adulthood and independent living.

The registered manager makes robust plans, so children are prepared for moves into the home. She meets with children before the move and invites them to the home, so that they feel welcome. When children move on from the home, the registered manager ensures that the process is well managed. Moving-on plans ensure that children feel prepared and comfortable. Staff maintain contact with children and seek regular updates on their progress.

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

Staff speak with children about important topics such as online safety and the importance of wearing a bike helmet. However, despite older children having romantic relationships, staff have not supported them to understand healthy relationships, boundaries and consent.

There have been incidents of children missing from the home. When children go missing from the home, staff respond swiftly and follow missing-from-home procedures to ensure children's safety.

Staff interactions with children are warm and caring. They have built strong relationships with children, which means children enjoy spending time with them and feel relaxed and comfortable in their presence. Staff use physical restraint only when necessary, and always as a proportionate, last resort to minimise the risk of harm.

When there are concerns against staff, leaders and managers take swift and robust action to address these. They complete thorough investigations and follow procedures in the best interests of children.

Children engage with advocacy support and mentoring so they can share their views, wishes and feelings with external professionals. This gives them a voice outside of the home.

There have been four medication errors since the last inspection. In response, leaders and managers have reviewed the medication policy and introduced a more robust and efficient system to improve accuracy. However, one of the errors had the potential to be serious, and one child's file contained out-of-date medication information. Leaders have taken additional action to address these concerns and to strengthen the oversight and monitoring of medication practice.

The effectiveness of leaders and managers: good

The registered manager is very child focused and provides children a settled and thriving home environment so that they feel loved and safe in their home. Leaders and managers are committed to staff and recognise individual skills and experience, but they also promote training and learning opportunities so that staff can develop and are confident to meet children's needs.

After a period of instability, the home has settled and now has a full staff team. Agency staff do not work regularly in the home because permanent staff are willing to cover additional shifts. This has provided consistency for children. Leaders and managers ensure that all staff working with children are safe. Recruitment checks are thorough and in line with safer recruitment guidance.

Staff said that leaders and managers support them very well. They said that the manager is proactive and that she has created lots of positive changes in the team. Furthermore, staff said they enjoy working in the home and that they work together closely to ensure that children live in a nurturing environment.

Leaders and managers provide staff with a comprehensive training and induction programme. Alongside mandatory training, staff complete specialist and bespoke training, tailored to children's specific needs. All staff have relevant qualifications or are working towards obtaining them.

Effective monitoring and review systems are in place. Leaders and managers complete regular audits to evaluate the standard of care. Additionally, the registered manager has excellent oversight of the home to ensure that children's experiences are positive.

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

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, The Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received into the children's home. In particular the registered person must ensure that— medicine which is prescribed for a child is administered as prescribed to the child for whom it is prescribed and to no other child. (Regulation 23 (1) (2)(b)) In particular, the registered person must ensure that staff are extra vigilant when administering medication to children and check that it is the correct dose. Furthermore, the registered person must ensure that children's files are up to date and hold current information.	1 February 2026

Recommendation

- The registered person should ensure that children are offered advice, support and guidance on health and wellbeing to enhance, and supplement that provided by their school through personal, social and health education. Staff should have the relevant skills and knowledge to be able to help children understand key areas of health and wellbeing such as, but not limited to, sexual relationships and sexual health and contraception. Including an understanding of safe boundaries and consent. ('Guide to the Children's Homes Regulations, including the quality standards', page 35, paragraph 7.18)

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: 2557920

Provision sub-type: Children's home

Registered provider: Flourish (Gloucestershire) Limited

Registered provider address: 20 Westend Office Suites, Westend, Stonehouse,
Gloucester GL10 3FA

Responsible individual: Samantha Summers

Registered manager: Michelle Walker

Inspector

Emma Fryer, Social Care Inspector

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