

2562678

Registered provider: Flourish Childrens Services Limited

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

A private provider owns and manages this home. It provides care for up to four children with social and/or emotional difficulties.

The manager registered with Ofsted in August 2023. There were three children living at the home at the time of the inspection.

Inspection date: 25 September 2023

Date of last inspection: 6 June 2023

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Information about this inspection

At these inspections, the inspector evaluated:

- the care of children
- the safety of children
- the effectiveness of leaders and managers.

Inspectors have looked closely at the experiences and progress of children, using the social care common inspection framework. This assurance 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'.

Findings from the inspection

We did not identify any serious or widespread concerns in relation to the care or protection of children at this assurance inspection.

The care of children

Children are making progress because they experience structure and routine in their daily lives. They respond to the predictable care provided by staff. This helps children to feel safe and secure.

Children have a high attendance at school and they are making progress in their education. Staff are aspirational about the children's education, and children's achievements are celebrated.

Children are in good physical health. They are helped to attend health appointments, and healthy eating and exercise are promoted. Staff speak to children sensitively about their health, which helps children to have a better understanding of their own needs.

Staff talk to children about relationships. This helps children to have a better understanding of the difficult emotions they feel. This positive approach has led to children experiencing improved relationships with staff and their peers.

Children's interests and hobbies are promoted. They enjoy a range of activities, such as horse riding, playing football and boxing. Children are supported to take part in individual and group activities.

The home is welcoming and nicely decorated. There is an abundance of photographs of the children on display. Children are involved in choosing the decoration of the home, and they have decorated their bedrooms to their taste. The locking mechanism on one bathroom door prevents staff from gaining access in the event of an emergency.

The safety of children

Staff understand the children's individual risks and vulnerabilities. Risk assessments identify all risks to children, provide clear guidance for staff, and are updated regularly. Staff are clear about the steps that they need to follow to ensure that children are better protected.

There have been no missing-from-home incidents. However, should this happen, there is a clear plan for staff to follow. Staff understand their responsibilities to children who go missing.

Allegations against staff are taken seriously, and information is shared with safeguarding professionals. Staff understand how to respond to allegations, and they know the whistle-blowing policy.

Additional training for staff has developed their insight into their responses to children. As a result, holds and restraints are rarely needed.

The effectiveness of leaders and managers

The manager is a positive role model who is committed to developing the staff team. She sets clear expectations for staff about their role and responsibilities to children. This has created high morale at the home and a staff team that are aspirational about the children.

The manager's monitoring and auditing tools help her to track the children's progress and staff development. These internal monitoring systems, along with the external independent visitor's feedback, help to ensure that shortfalls are identified quickly. However, when the manager completed a review of the quality of care, they did not seek the views and opinions of children about their care and it was delayed.

Staff feel supported by the manager. They receive regular supervision that provides them with the opportunity to reflect on practice and discuss the progress that the children are making. Team meetings take place regularly.

Staff have access to the relevant training and resources to meet the needs of the children living at the home. When children have additional needs or when risks to children have changed, the manager has ensured that staff have completed additional training. Since the last inspection, the manager has addressed the shortfall related to staff completing a relevant qualification. While progress has been made, one staff member has not completed the qualification within the required timescales.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/06/2023	Full	Requires improvement to be good
14/03/2023	Full	Inadequate
15/03/2022	Full	Outstanding

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, 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 should recruit staff using recruitment procedures that are designed to ensure children's safety. The requirements state that the individual has the appropriate experience, qualification and skills for the work that the individual is to perform. For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained— the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma"); or a qualification which the registered person considers to be equivalent to the Level 3 Diploma. The relevant date is— in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home. (Regulation 32 (1) (3)(b) (4)(a)(b) (5)(a))	18 December 2023
The registered person must complete a review of the quality of care provided for children ("a quality of care review") at least once every 6 months. In order to complete a quality of care review the registered person must establish and maintain a system for monitoring, reviewing and evaluating— the feedback and opinions of children about the children's home, its facilities and the quality of care they receive in it.	18 December 2023

The registered person must—

supply to HMCI a copy of the quality of care review report within 28 days of the date on which the quality of care review is completed. (Regulation 45 (1) (2)(b) (4)(b))

Recommendations

- The registered person should ensure that the design of the home includes any necessary adaptation to meet the needs of children. In particular, the bathroom door lock mechanism should allow staff to access this room from the outside. ('Guide to the Children's Homes Regulations, including the quality standards', page 17, paragraph 3.24)

Children's home details

Unique reference number: 2562678

Provision sub-type: Children's home

Registered provider: Flourish Childrens Services Limited

Registered provider address: Flourish Childrens Services Limited, 96 Blacker Road, Birkby, Huddersfield HD1 5HN

Responsible individual: Faryal Mohammed

Registered manager: Jill Witherspoon-Smith

Inspector

Rachel Webster, Social Care Inspector

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