

2565231

Registered provider: Unity Residential Care Services Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A private provider operates this home. The home provides care for up to three children who have experienced complex or developmental trauma with EBD (social and emotional difficulties).

This is the home's first inspection. It was registered in March 2020. The manager has applied to be registered with Ofsted.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. We returned to routine SCCIF inspections on 12 April 2021.

Inspection dates: 2 and 3 November 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

Recent inspection history

Inspection date	Inspection type	Inspection judgement
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Not previously inspected		
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Inspection judgements

Overall experiences and progress of children and young people: good

Staff and managers provide the children with a caring, homely and loving environment. Overall, staff have built trusting relationships with children. This provides a secure base for the children, which has allowed them to grow and achieve.

Staff and managers support children to progress. Staff's caring and consistent approach means that there has been a reduction in incidents and children have been supported to make more positive choices. Two children's progress means that their future plan is now to move into foster care. This demonstrates that children are making positive strides in their development.

Children do well at school. Managers and staff have developed effective relationships with professionals. They are proactive in communicating with education providers to ensure that the educational needs of the children are met. This demonstrates a collaborative approach. Managers and staff encourage children to work hard at school. This motivates children to achieve and exceed personal targets.

Several activities and events are arranged by managers and staff for the children. These include a wide variety of trips, activities and holidays, as well as running a charity fundraiser in the local community. The children are encouraged to develop friendships and also have friends over to the home. This provides the children with enjoyable and memorable experiences.

Children's independence is promoted. The staff and managers work with the children to develop their independence skills, while considering the individual needs of the child. This individualised approach supports children with their social and emotional development, as well as their ability to complete practical tasks. As a result, this prepares children for when they become teenagers and adults.

Staff ensure that children can regularly communicate with important people in their lives. Staff recognise the importance of children maintaining these relationships. There are positive relationships between staff and family members. This promotes a sense of belonging for the children and allows children to maintain important relationships.

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

Staff and managers have a good understanding of children's risks and implement strategies to safeguard the children. Risk assessments are regularly reviewed and staff's consideration of triggers and the effectiveness of strategies is evidenced. This practice promotes the safety of the children and contributes to reducing their risks.

When children go missing, staff take appropriate action to safeguard them. Staff

have an understanding of the procedures in place and follow risk assessments accordingly. This demonstrates that the safety of the children is central to practice.

Staff and managers complete good-quality direct work with children. A number of tools and approaches are used by staff to complete this. The children are encouraged to be involved in their key-work sessions and in tracking their progress. For example, key workers complete a monthly feedback consultation with the children, which considers their views on house boundaries, education, activities and key work. This child-centred practice provides children with opportunities to develop their knowledge around risk and learn to keep themselves safe.

Children at the home are safe. Children told the inspector that they felt safe at the home, and external professionals also shared this view. When there are incidents, staff respond to the needs of the child and ensure that they are safe. This practice means that children are successfully safeguarded. When physical interventions take place, this is as a last resort. However, records of physical interventions do not contain all the required information, which could hinder the manager's oversight of staff practice.

Staff are provided with training that allows them to care for the children. There are workshops in place for staff that also aid their development. Staff have not completed all of the required therapeutic training outlined in the home's statement of purpose. However, they have completed alternative courses to ensure they work with children therapeutically.

The effectiveness of leaders and managers: good

The managers have high expectations for what the children can achieve. Managers speak of children in a warm and caring manner. Children are at the centre of the managers' practice. The managers are actively involved in the home and lead from the front. This ensures that child-centred practice is embedded throughout the home.

There are a number of thorough monitoring systems put in place by the manager. These systems allow changes to be made to the quality of care and the progress of the children to be captured. The manager has a clear understanding of the areas of strengths and development for the home, which informs the home's development plans. As a result, improvements to practice and the home are continually made.

Staff feel supported by the manager. Regular supervisions take place that provide opportunity for staff to reflect on and improve their practice. When there are concerns about staff's performance, the manager raises and reviews these. Therefore, children are cared for by staff who are competent in their roles.

The manager advocates for children. When there are concerns about professionals' decision-making, the manager is proactive in raising these. When required, the manager has made complaints and followed these through. This practice ensures

that the best interests of the child are at the centre of professionals' decision-making.

The culture of the home is characterised by aspirations for all children. Staff and managers work together to support and care for the children. This joined-up and caring approach provides the children with consistency and affection. This approach also motivates children to believe in themselves and achieve their goals.

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 must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— a description of the measure and its duration; the effectiveness and any consequences of the use of the measure; and a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure. (Regulation (35) (3)(a)(iv)(vii)(viii)) In particular, the manager should ensure that physical intervention records include the measure used, the duration and its effectiveness, and a description of any medical treatment administered.	4 January 2022

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: 2565231

Provision sub-type: Children's home

Registered provider: Unity Residential Care Services Limited

Registered provider address: 2, Lymevale Court, Lyme Drive, Parklands, Stoke-on-Trent ST4 6NW

Responsible individual: Hilary Jones

Registered manager: Post vacant

Inspector

Melanie Griffin, Social Care Inspector

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