

2570071

Registered provider: Compass Childrens Homes Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is registered to provide care for up to six children with social, emotional and mental health difficulties. It is owned and run by a private organisation. The home strives towards functioning as therapeutic community. At the time of the inspection, two children were living in the home.

The registered manager has been in post since March 2023.

Inspection dates: 13 and 14 November 2024

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 2 November 2023

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
02/11/2023	Full	Outstanding
15/03/2023	Full	Outstanding
20/10/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The children report being very happy living in the home, and have made excellent progress in all areas of their lives. They have exceptional relationships with staff, who provide unconditional love and nurture, which has encouraged the children to develop 'brotherly affection' for each other.

Children make excellent progress, and external professionals are very positive about the care provided. A reviewing officer described a child as being 'transformed' due to the support received from staff. When children move on from the home, they continue to have positive contact with the children still at the home and the staff.

Children are supported to participate in decisions that affect them. They routinely contribute to their care plans, and this ensures that they are supported in the areas that are important to them. One child was able to identify that he did not feel ready to move to a semi-independent placement. Staff are exploring more-supportive placement options as a result.

Children are supported to spend time with their families when this is appropriate. One child moved in recently and the team are working closely with the local authority to ensure that he has contact with his brothers and mother.

Children's identity and diversity needs are sensitively managed in a way that enables them to develop confidence and self-worth. Staff provided exceptional support and nurture for one child to help him explore his gender identity. This has helped him to feel comfortable about his identity and have a better sense of self.

Children are healthy. They attend routine medical appointments and are supported to make healthy choices. Children go out on trips to wildlife farms, explore the countryside and have healthy routines.

Children are supported to attend and engage in education. Those who have moved back into their home communities are now successfully progressing in their chosen career path. One child, who left the home in a planned way, continues to visit the home and staff stay in touch and support him.

Children's views are sought and listened to. They have been central to deciding how their home looks and what pets they should have at the home. They have gerbils and a fish tank. The manager goes over and above her role to ensure that the children are loved and receive genuine care and nurture, ensuring that their progress is to a high standard.

Some children have left the home at relatively short notice. Staff worked hard to avoid this and supported children to move positively to placements that could meet their needs.

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

Children are helped to learn how to keep themselves safe. For example, one child who was at risk of exploitation is now able to spend time in the community safely.

The staff remain highly motivated to improve their practice. They use handover meetings, team meetings and therapeutic support to continually reflect on and consider how best to help children to thrive.

There is an emphasis on promoting positive behaviours that is linked to meaningful reward systems. Children are on board with this and use these incentives as a way of motivating them to behave well.

Staff know the children well, and children respond positively to staff because of the strength of their relationships. Children feel listened to and genuinely cared about. Staff talk to children to help them develop coping strategies. In one example, a child was able to identify the support he needed from staff to help him be safe.

When children feel distressed, staff are skilled in helping to keep them safe. They are well trained and utilise strategies to effectively deescalate the situation. When children experience strong emotions and staff need to use physical restraint, they do so for the shortest time needed to keep children and others safe.

The staff are guided by exceptionally clear and concise plans that are specific to each child's needs. One child was supported to write his own safety plan, enabling him to understand the cause and effect of his behaviour. Through this effective work, the child was able to identify his own placement needs and was supported to move into a solo placement.

Records of incidents are very clear and reviewed by managers. Managers identify and share any learning with staff and children. Plans and risk assessments are regularly reviewed and adjusted if circumstances change. When working with children who present with high risk, staff remain vigilant and maintain effective communication to ensure that safety plans are followed.

When children experience difficult feelings that lead to self-injurious behaviours, staff respond diligently. They seek support from outside agencies to make sure that the child receives the help they need. Following these incidents, staff work with children to understand their feelings and identify safe ways for them to cope if they feel in crisis.

Children rarely go missing from the home. When they do, staff respond promptly and take appropriate action. They work with the police and search for children to try to help them return quickly and safely. Information is shared effectively with outside agencies.

Staff speak to children to understand their reasons for going missing so that they can work to find ways to prevent this from happening in the future.

The effectiveness of leaders and managers: outstanding

The manager is highly creative and ambitious and sets high standards for the children. She has created a culture where staff, new and old, feel valued and respected within the organisation.

The manager has high aspirations for the children and knows them well. She continues to support the children who have moved into community placements, providing ongoing support with education and guidance to help them to manage a budget and develop living skills.

Children who have moved on from the home provided admirable feedback about their care at the home. They have continued to maintain remarkable relationships with the manager and staff, and often return to celebrate special occasions at the home.

Staff speak highly of the managers. They receive regular, reflective supervisions, and training is offered to enhance their practice. New staff receive excellent induction training, and all staff receive appropriate training to reflect their therapeutic approach to working with children. Staff are offered reflective supervision and encouraged to draw on their professional curiosity in order to focus on ways to improve practice.

Relationships with external professionals are excellent. Children's social workers have said that the communication with the staff and management team is excellent, and that they always ensure that the needs of children are central to care planning.

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: 2570071

Provision sub-type: Children's home

Registered provider: Compass Children's Homes Ltd

Registered provider address: 3 Rayns Way, Syston, Leicester LE7 1PF

Responsible individual: James Elliott

Registered manager: Emma Harber

Inspectors

Shaheda Dhandia, Social Care Regulatory Inspector

Jay Shekleton, Social Care Regulatory Inspector

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