

2576409

Registered provider: Compass Children's Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately owned children's home that is registered to provide care for six children with complex social and emotional needs.

Children who live in this home receive a specific therapeutic programme to support their existing difficulties.

The registered manager in post has the relevant experience for the role and is working towards her level 5 qualification. She has been in post since the home was registered in May 2021.

Inspection dates: 21 and 22 February 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: 7 March 2023

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/03/2023	Full	Outstanding
22/02/2022	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: outstanding

At the time of the inspection, six children were living in the home. Since the last inspection, one child has moved in to the home and one child has moved out.

The home is extremely well presented and has a warm, homely feel. At the time of inspection, the manager had organised for the maintenance team to complete repairs to maintain the home's high standard.

Children's bedrooms have been personalised based on their individual interests. Children are supported to take pride in their home, which helps them to learn essential life skills.

Children are encouraged to take part in a variety of activities. Children recently took part in a sponsored walk and raised money for a local children's charity. This contribution to the community improved children's self-esteem and confidence. Children spoke positively about this experience, and they have been supported to document this activity in their memory books.

Children are supported to learn about different cultures. They are encouraged to try a variety of meals, and are engaged in discussions about the food and culture. For one child, this has encouraged them to cook new recipes and has supported their learning about the world and other cultures.

Children make exceptional progress in line with their education plans. Their attendance at school is excellent. All children are supported to achieve qualifications so that they can progress. Staff are skilled at supporting children and recognise their individual needs. Staff use their knowledge to work with professionals to tailor children's curriculums. This practice enables children to make outstanding progress when considering their starting points.

Some children spoke extremely positively about living at the home and stated that they were very fond of staff. Staff have formed trusting relationships with children, which supports them in all aspects of their lives.

Staff speak positively about children. They offer them nurturing and loving care. One staff member spoke about how children are seen as role models for others due to their achievements.

Children are actively encouraged to share their wishes and feelings. One child expressed a wish to have a sports award at their weekly children's meetings, and this was introduced. This ensures that children's voices are heard and helps them to feel valued.

The manager and staff work hard to support children with challenges and to identify solutions. One child was experiencing sleep difficulties and staff researched ways to support the child. This led to the child experiencing improved sleep.

The manager undertakes robust assessment prior to children moving in to the home. This means that the manager quickly develops a knowledge and understanding of children's needs. When children are new to the home, they are welcomed sensitively and warmly.

The home offers a bespoke programme to support children's needs. Children engage well with the programme, and this helps them to understand their difficulties. For some children, due to their complex needs, there are challenges with accessing the programme. Strong multi-agency discussion ensures that the programme is tailored to children's individual needs.

When children are ready to move on from the home, the manager and staff work incredibly hard to prepare the child. This supports children to feel prepared and, as a result, they feel confident and ready for their move. Consequently, children move on in a planned way, with minimal disruption.

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

Children feel safe and secure. Incidents of concern are rare. Staff know the children well and refer to the children's written plans and risk assessments to keep them safe. If a safeguarding incident occurs, staff know what steps they need to take to manage and reduce the risks. All children have detailed risk assessments in place that include all known risks. These are kept up to date. This practice means that staff have an excellent understanding of what is required to meet the children's needs. Staff regularly discuss strategies and ways of working that they can offer to children to safeguard and support them.

Children are educated about risks, such as for internet use, mobile phones and the community. Staff support children to complete targeted work in these areas. In addition, staff conduct online checks on children's electronic devices. This consistent practice means that children's risks have reduced, and some children can now have use of a mobile phone and spend time in the community safely.

One child had risks related to smoking. Staff delivered focused work to educate them about the risks. The child engaged well and showed high levels of insight and understanding of the risks, which led to abstinence.

There has been one allegation made against a member of staff since the last inspection. The manager took appropriate action, and an investigation was

conducted. During the investigation, the children's safety and welfare were assured.

The home uses a form of surveillance as a way of monitoring the children. They have obtained permission from those with parental responsibility and placing authorities. This system promotes the children's safety and is clearly considered as necessary within children's plans.

Occasionally, staff use physical intervention. However, this is rarely used because staff are highly skilled in de-escalation techniques. If physical intervention is used, this is only as a last resort and for short periods of time. Staff use the child's identified bespoke strategies to support them effectively. Individualised support has led to one child identifying techniques for staff to support them emotionally.

When new staff start at the home, they are safely recruited, with all necessary checks completed. This ensures that only staff who are safe and suitable to work with children are employed to work at the home.

The effectiveness of leaders and managers: outstanding

The registered manager is highly committed to the home, the children, and staff. Their ambition for children, as well as their child-focused approach, leads to all children making sustained and exceptional progress.

The deputy manager is currently overseeing the home while the registered manager is absent. The deputy manager shares the same values as the registered manager and champions the children who live in the home.

The manager is meticulous and has excellent monitoring systems in place. The manager has developed bespoke monitoring systems that help them to review the quality of care provided to children. This approach enables the manager to have excellent oversight and, as a result, positive outcomes are consistently promoted.

The registered manager leads a culture that inspires staff to continuously improve. Staff have access to a multitude of training courses to promote their development. Staff regularly attend child-specific training to enhance their knowledge. This committed approach ensures that staff have the necessary skills to meet children's complex needs. They are also encouraged to complete formal qualifications that are relevant to the role.

A therapeutic model of care is used within the home and the manager ensures that this practice forms the foundations for staff practice. Staff's knowledge of this is evident when observing their practice and within children's plans and records.

Staff feel extremely well supported and, as a result, staff morale is high. This creates a staff team that is committed to children living in the home. Staff are dedicated to the children and aspire for them to achieve their full potential.

The registered manager has excellent working relationships with all professionals. This includes an assistant psychologist who offers tailored therapeutic services to children. During the inspection, positive feedback was received from professionals, who said that the children are safe, happy, and making progress.

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: 2576409

Provision sub-type: Children's home

Registered provider: Compass Children's Homes Limited

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

Responsible individual: Teyte Parrish

Registered manager: Katie Davies

Inspector

Charlotte Love, Social Care Inspector

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