

2586969

Registered provider: Footsteps to Futures Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and operated by a private organisation. This home provides care for one child who may have social and emotional difficulties.

The child has lived in this home for over 5 years.

An acting manager has been in post since September 2025 and has submitted their application to register with Ofsted.

Inspection dates: 4 and 5 February 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: 19 September 2024

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/09/2024	Full	Outstanding
28/09/2023	Full	Good
20/09/2022	Full	Good
05/05/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The child has made and sustained very good progress in all areas of their development. The child benefits from receiving well-planned and individualised care that meets their needs effectively. The child's social worker said, 'Looking back from when [child's name] first moved in, the difference is phenomenal.'

The child's needs, wishes and feelings are at the centre of everything that staff do. Staff use curiosity and empathy to explore the child's feelings, and the child has developed skills to manage and understand their emotions better. The child shares their worries and feelings with staff. Staff respond in a supportive and non-judgemental way. The child's social worker said, '[Child's name] has matured. They are very happy and settled here and want to remain here.' The school vice principal said that the child recognises more about what they need because of support from staff at the home.

Staff provide care that creates positive memories and experiences. They have a comprehensive knowledge and understanding of the child's individual needs. The child has positive and trusted relationships with staff and benefits from good-quality care and support.

Staff work in partnership with the family of the child, education providers, social workers and other professionals to ensure that the child benefits from receiving the best all-round support. A parent said what good relationships their child has with staff and that 'they do a brilliant job'. The vice principal at college feels that staff genuinely care for the child and want the best for them.

The child lives in a warm and welcoming environment. The child's bedroom is personalised to their own interests and there are photographs of the child with their family displayed around the home. The child has requested that their bedroom be redecorated. They are working with staff to develop these plans together.

Staff provide excellent support to progress children's education. Staff have supported the child with moving from school to college during this inspection period. Staff work with other professionals to ensure that there is a consistent approach. When there are concerns or worries relating to the child's behaviour in college, these are communicated well between home and school staff. Staff ensure that the child's part-time timetable is regularly reviewed with education and social care staff. Staff maintain structure for the child when they are not in college, and college work is obtained by staff, who then support the child to complete this at home.

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

Staff have a detailed understanding of the child's needs. An individualised risk management plan helps staff to understand what risks there are and how they can best

support the child. Staff recognise when the child is struggling with their emotions. Through positive relationships between the child and staff, the child shares when they are feeling worried. Staff monitor and track behaviours through observation and curiosity. They identify triggers and tailor their responses accordingly.

A behaviour support plan sets out how staff can use playfulness, curiosity and empathy specifically tailored to the child's needs. Support provided by staff is strengthened through the stability of the team. Some staff have worked with the child for over 5 years. They have a deep understanding of how adverse experiences in younger years have affected the child's development and wellbeing. Staff share their experience and understanding of the child with newer members of staff.

Staff proactively promote positive behaviour for the child. There have been no complaints, allegations, physical restraint, missing-from-home episodes or serious incidents. The care provided is consistent and predictable, and staff know the child very well. This helps the child to have a sense of belonging and security.

Staff communicate effectively and work well with other professionals involved in the child's life. Specialist services are accessed in relation to the child's emotional wellbeing. Managers confidently challenge other professionals to ensure that the child's needs and plans are met.

Staff are committed and enthusiastic about achieving the best outcomes for the child. They have an excellent understanding of the child's care plan. The manager and staff work together with external professionals and family to progress the care plan for the child. Staff support the child to take risks appropriate to their understanding. Plans are in place to progress appropriate risk taking, with support from staff. This contributes to planning for the child's future independence.

The effectiveness of leaders and managers: good

Managers are reflective and committed to improving and sustaining good care for the child. The manager of the home has been in post since September 2025. She has clear plans to continue developing the service and high aspirations for the child to achieve the best possible outcomes. Staff fully support these plans and echo the commitment of the manager to provide the best care.

The manager and staff are strong advocates for the child. They strive for the child to achieve the best they can and speak proudly of the achievements made by the child. The social worker commented that the staff know the child well and have been brilliant in supporting her during her visits and having challenging conversations.

Staff feel well supported by managers and each other. One member of staff said that the team are 'brilliant' and they each bring experience, guidance, support, care and ideas. Another member of staff commented on how the team works closely together and all approach the child's care in a unified way to be consistent and ensure the best possible healthy results for the child.

Team meetings and professional supervision are regular and effective. Personal and professional needs are explored. Challenges are considered and strengths celebrated. The manager empowers the team to share its experiences and understanding of the child's needs and help one another to support the child effectively.

Staff receive a range of training, including training that focuses on the specific needs of the child. This has a positive impact on staff knowledge and skills. The training lead is exploring further training to deepen the skills of the staff in supporting the child with their specific needs. There are 2 members of staff who have not yet completed the necessary NVQ qualification within the required timescales.

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

Recommendation

- The registered person should ensure that content and outcomes of professional supervision are clearly recorded and regularly reviewed. They should also ensure that both the person giving the supervision and staff member have a copy of the record. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.4)

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: 2586969

Provision sub-type: Children's home

Registered provider: Footsteps to Futures Limited

Registered provider address: Unit 5, Riverbank Business Park, Whatton-In-The-Vale, Nottingham NG13 9FX

Responsible individual: Victoria Lee

Registered manager: Post vacant

Inspector

Kathryn Hurley, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
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