

# 2590699

Registered provider: Care 4 Every Child Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

The home is operated by a private organisation and is registered to care for four children who may experience social and emotional difficulties.

At the time of the inspection four children were living at the home.

The manager has been registered with Ofsted since 16 May 2023.

### Inspection dates: 12 and 13 June 2024

|                                                                                           |             |
|-------------------------------------------------------------------------------------------|-------------|
| <b>Overall experiences and progress of children and young people,</b> taking into account | <b>good</b> |
|-------------------------------------------------------------------------------------------|-------------|

|                                                             |      |
|-------------------------------------------------------------|------|
| How well children and young people are helped and protected | good |
|-------------------------------------------------------------|------|

|                                           |      |
|-------------------------------------------|------|
| The effectiveness of leaders and managers | good |
|-------------------------------------------|------|

The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** 11 October 2023

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

| Inspection date | Inspection type | Inspection judgement            |
|-----------------|-----------------|---------------------------------|
| 11/10/2023      | Full            | Good                            |
| 31/05/2022      | Full            | Good                            |
| 02/11/2021      | Interim         | Sustained effectiveness         |
| 11/05/2021      | Full            | Requires improvement to be good |

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

No children have moved in or out of the home since the last inspection. During the inspection all of the children were spoken to.

Children live in a homely environment that is decorated to a good standard. Minor repairs to the home were identified at the inspection. Specifically, uneven floorboards on the first-floor hallway and in one child's bedroom. These were quickly addressed by the manager. Children's bedrooms are styled in a manner that reflects their personal choices.

Children receive care from nurturing and supportive staff, who listen and provide them with positivity and guidance. For example, children are greeted with a hug when they return from school and receive positive praise for their achievements. Predictable caregiving contributes to children learning to trust staff and speak about their feelings. A social worker commented, '[Name of the child] has excellent relationships with staff. They have been really settled.'

Children continue to make good progress from their starting points. Staff have a good understanding of children's specific physical and emotional health needs. For example, a focus on healthy eating and building children's confidence and self-esteem, has resulted in a reduction in weight for one child and their increased involvement in community social activities.

Children benefit from time with their family. This is carefully assessed by managers and staff to ensure that measures are in place to keep them safe. Leaders and managers have good relationships with children's family, which helps family time to be a positive experience for children. A family member said, 'They are nice people. They bring [name of the child] to me for contact and collect them.'

Children learn the importance of education. Staff work effectively with education professionals to ensure that when there are challenges for children in education, they receive the necessary support to help them remain in school. Consequently, children's attendance is high, and they have opportunities to learn and develop with their peers.

Children's wishes and feelings are routinely considered and acted on. Children confirm they regularly take part in activities of their choice. These include horse riding, dancing, rugby, and cubs. Children develop their knowledge and skills from these positive experiences. During the inspection one child spoke confidently about common health conditions for horses and how these can be managed.

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

The response to children going missing from home is good. Detailed missing from home protocols guide staff practice when searching for children. Leaders, managers and staff use support from the police to widen the search so children's time away from home, and risks associated with this are reduced. Children are welcomed by caring staff when they return, which lets them know they are valued.

Staff are trained to use restraint practice safely. Incident records demonstrate that children are restrained in response to concerns about their welfare and only when various de-escalation techniques have been ineffective. Children are encouraged to talk about the incident with someone who was not part of the hold. Reflective staff debriefs are included in the managers rigorous review to ensure that lessons learnt improve staff practice. However, records do not include details of when debriefs happen.

There is an effective response to allegations made by children. Leaders and managers follow the home's safeguarding procedures in line with regulations. Information about the allegation is shared with safeguarding professionals to ensure that a fair and transparent investigation is conducted. Children are told about the outcome of the investigation so that they know staff take their worries seriously.

Safety plans are influenced by staff knowledge of children's behaviours and known strategies that are effective. However, children have door alarms on their bedroom doors even though the use of these is not reviewed or considered as part of their individual risk management plans.

Leaders, managers and staff understand their role and responsibilities to safeguard children. When necessary, measures such as room searches are used to protect children from further harm. Details of the search are well documented and evidence consultation with the child.

Safe and effective recruitment processes help to safeguard children. Since the last inspection, leaders and managers have improved their pre-employment checks to identify concerns about the conduct of candidates when previously working with vulnerable people. This reduces the risk of children being cared for by staff who may compromise their safety and wellbeing.

## **The effectiveness of leaders and managers: good**

The manager is suitably qualified and experienced. He is a strong advocate for children and demonstrates that he is ambitious for them to reach their full potential. Staff speak highly of his leadership.

The manager provides a supportive environment for staff, who praised the manager for his helpful and encouraging leadership style. Staff routinely receive practice led supervision. The manager uses this forum to discuss the positive work staff do with

children and address any areas of improvement. This increases staff morale and confidence to complete their role well.

Training, development and induction activities are effective. A new member of staff said they feel supported and have had opportunities to take part in shadowing activities. There is a comprehensive training programme for new and established members of staff. However, not all staff have completed needs led training in respect of one child, to ensure that they have additional skills to support the child effectively.

Some of the children's placing authority plans require updating. Leaders and managers have not been able to demonstrate that they have effectively challenged partners to ensure that they have access to plans that reflect children's current care needs.

Leaders, managers and staff have high aspirations for children. They speak positively about children's achievements and share their pride in children's successes with them. Children are supported to make positive contributions to society. For example, one child volunteers at a stable for horses. Another child organised a fund-raising activity to raise money for their cubs group. This helps children develop their self-esteem.

The manager understands the importance of staffing stability. Consequently, children are looked after by a team of staff that understand their needs and routines. Staff absences are covered by bank staff who have established relationships with children and can provide consistent care. This helps children feel safe.

The managers oversight of the day to day running of the home is good. Incidents are reviewed to ensure that staff actions are appropriate and help children. Debriefs routinely take place with staff to consider any further learning needs.

The manager has developed good networks with partners. Significant events related to the welfare and protection of children are shared with the appropriate authorities. The manager responds quickly to safeguarding concerns, such as disclosures, to avoid delays in action being taken to safeguard children.

## 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       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| <p>The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential; and</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child. Regulation 13 (1) (a) (b) (2) (c)).</p> <p>This relates to leaders and managers ensuring that staff complete needs led training.</p>                                                                                                                                                                                                                              | 15 August 2024 |
| <p>The registered person may only use devices for the monitoring or surveillance of children if—</p> <p>the monitoring or surveillance is for the purpose of safeguarding and promoting the welfare of the child concerned, or other children;</p> <p>the child's placing authority consents in writing to the monitoring or surveillance;</p> <p>so far as reasonably practicable in the light of the child's age and understanding, the child is informed in advance of the intention to do the monitoring or surveillance; and</p> <p>the monitoring or surveillance is no more intrusive than necessary, having regard to the child's need for privacy.</p> <p>This regulation is subject to any monitoring or surveillance requirements imposed by a court.</p> <p>Regulation 24 (1) (a) (b) (c) (d) (2)).</p> | 15 August 2024 |

Specifically, leaders and managers must ensure that the use of alarms on children's bedrooms are regularly reviewed.

Furthermore, leaders and managers must ensure that they consider whether the use of bedroom alarms are necessary and meet the criteria set out in legislation.

## Recommendations

- The registered person should ensure that debriefs with the child and staff following a physical intervention, include the date when the debrief took place. ('Guide to the Children's Homes Regulations, including the quality standards', page 50, paragraph 9.60)
- The registered person should ensure that when children's placing authority documents are not received within the correct timescales, they escalate their concerns to the relevant persons within the placing authority. ('Guide to the Children's Homes Regulations, including the quality standards', page 11, paragraph 2.3)

## 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:** 2590699

**Provision sub-type:** Children's home

**Registered provider:** Care 4 Every Child Limited

**Registered provider address:** Library Chambers, 48 Union Street, Hyde SK14 1ND

**Responsible individual:** Angela Hodgkinson

**Registered manager:** Christopher Roberts

## Inspector

Chibuzo Otache, Social Care Inspector

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