

2590832

Registered provider: Thrive Childcare Services Ltd

Assurance 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 with social and emotional difficulties due to past trauma. Three children live in the home, and all were spoken with and observed during the inspection.

A suitably experienced manager leads the home. She registered with Ofsted in August 2024 and is working towards completing a level 5 qualification in children's residential care.

Inspection date: 10 March 2025

Date of last inspection: 3 December 2024

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Information about this inspection

At this inspection, the inspector evaluated:

- the care of children
- the safety of children
- the effectiveness of leaders and managers.

The inspector has looked closely at the experiences and progress of children, using the social care common inspection framework. This assurance 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'.

Findings from the inspection

We did not identify any serious or widespread concerns in relation to the care or protection of children at this assurance inspection.

The same three children have continued to live in the home since the full inspection. There are warm and affectionate relationships between staff and children. Staff support children to take part in a range of activities that they enjoy and involve them in their local community. Children and staff cook and eat their evening meal together and staff consult with children about all aspects of their care. Lovely photographs of children are on display throughout the home and children's bedrooms are personalised to their tastes. This inclusive approach makes children feel valued and encourages them to invest in their care.

Social workers are positive about the care their children receive. They say that managers and staff communicate effectively about all aspects of their children's care. They say that relationships between children have improved, and any issues have been appropriately managed. Staff are especially good at promoting children's relationships with people who are important to children.

All children attend a school that meets their needs. Two children have good attendance and are making progress. However, one child's attendance is poor. Managers and staff work in partnership with agencies, including the virtual school. They attend meetings and implement strategies, to overcome the child's barriers to learning. The child's teacher said, 'To be fair, the home can't do anything else.'

Managers and staff have worked hard to improve children's relationships in the home. Risk management plans include strategies to manage behaviours when children have bullied or been bullied. Children have participated in a series of planned discussions about bullying, group living and being kind and tolerant towards others. Children have contributed their own strategies to improve relationships with their peers. This has had a positive impact, as incidents of bullying and unkind behaviour have decreased.

Staff know the individual therapeutic strategies to support children when they are upset or angry. Children's risk management plans, written with therapists, give staff the guidance they need to understand and support children's complex behaviours. Restraint has not been used since the home's last inspection. This demonstrates that the strategies identified are being used and are effective.

Staff are knowledgeable about keeping children safe on-line. Risk planning for online safety is individualised and includes restrictions on children's devices, and regular checks. Staff have planned discussions with children about all aspects of on-line safety including the risks from posting personal information on-line, grooming, and the law relating to sending sexual imagery. Educating children about on-line risks supports children to understand their own risks and manage their online behaviours.

The children have incentives in place that help them make positive choices. Natural consequences are used, and children are supported to learn from their behaviour. This helps children develop the social and emotional skills they will require in adult life. However, managers and staff do not take opportunities to recognise and reward children when they have managed situations well. This is a missed opportunity to re-enforce children's positive behaviours and build their self-esteem.

The manager is effective in their oversight at the home. They work in partnership with the responsible individual using a range of approaches, including regular audits, and on-going monitoring of incidents and recorded discussions with children.

The manager has responded to and met the requirements made at the last inspection.

The staff are experienced and well qualified. Five of the eight staff have a relevant qualification and three are enrolled. The manager ensures that staff receive regular, formal supervision. New staff receive a well-planned induction and a six-month probation review. Team meetings provide staff with good support, clarifying policies and promoting consistency for children. Staff say that the manager is approachable and supportive, and that morale is good.

Children receive consistent care. Since the last inspection two staff have left and one has joined. There is one vacancy. Shortfalls in staffing are covered internally by core staff or other staff in the company. Therefore, children receive consistent care from adults who know them well.

When children complain the response by managers is good. The manager consults with children and enables them to share their views. The outcomes are shared with children promptly in a way that considers their age and level of understanding. This helps children feel safe, valued, and listened to.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/12/2024	Full	Requires improvement to be good
04/01/2024	Full	Good
13/07/2022	Full	Requires improvement to be good
24/11/2021	Full	Good

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

Recommendation

- The registered person should ensure that a system is in place for staff to reward and celebrate positive behaviour, recognising where children have managed situations well. ('Guide to the Children's Homes Regulations, including the quality standards', page 37, paragraph 9.39)

Children's home details

Unique reference number: 2590832

Provision sub-type: Children's home

Registered provider: Thrive Childcare Services Ltd

Registered provider address: 225 5300 Lakeside, Cheadle SK8 3PG

Responsible individual: Amy Moulton

Registered manager: Hayley Jones

Inspector

Karen Gillingwater, Social Care Inspector

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