

2591431

Registered provider: Compass Children's Homes Limited

Assurance 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 who have experienced trauma and family breakdown. This is one of several children's homes operated by this private company.

There is a school on site, which is run by the organisation. The inspector only inspected the social care provision on this site.

The registered manager left the home in May 2023. A new manager was appointed in September 2023 and applied to register with Ofsted in January 2024.

Inspection date: 5 March 2024

Date of last inspection: 28 June 2023

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.

Since the last inspection, one child has moved out and two children have moved into the home. At the time of this inspection, four children were living at the home. Two of these children have lived at the home for more than two years. Children are more settled living there and are having more consistent experiences.

Since the last inspection, the registered manager has left. Three interim managers from sister homes have supported the staff and children living at the home. This has meant that management oversight has been less effective for a period since the last inspection. However, a new manager and deputy were appointed in September 2023 and, since then, they have improved management oversight of the home. The manager has applied to register with Ofsted and holds a relevant level 5 qualification.

Staff said that team morale has improved. Staff feel more confident in their roles and in their responsibilities to help children. They are learning about the ways in which they can more effectively contribute to care plans for children. This is helping to improve the support that staff can offer to children.

The new manager has improved oversight and management of staff's supervision sessions. For a couple of months, it is not clear if staff were offered time to speak to a manager one to one, which did not help staff to share their views freely and individually. Staff were offered frequent group discussions by interim managers at times of change. Since the new manager was appointed in September 2023, staff have had regular one-to-one supervision sessions. Staff said that they feel supported and they like that the new manager listens to them.

The manager has identified areas of improvement for the home in their workforce development plan. This includes improvements to the home environment and in record-keeping, and the effective application of children's care plans. Many of these targets are still being actioned by the manager, but there is sustained progress.

Staff's recording has improved since the last inspection. However, it is not always clear when staff have updated children's care plans and risk assessments and if other staff are aware of these changes to children's plans. This does not help the manager or staff to understand how children's care needs are being met.

The number of incidents involving children being at risk in their community or at the home has significantly decreased since the last inspection. Children appear more settled and there has been a decrease in behaviour that challenges staff.

Children have gone missing from the home less frequently than before. When children have gone missing, staff have been proactive in searching for them and working with the police and partner agencies to help children return home safely. One child shared a concern about an interaction with someone when they were missing, and this was not followed up by the manager or staff. This does not help children to feel listened to.

Staff report improved relationships with children and say there is 'mutual respect'. Staff said that children want to spend more time together with their peers and staff. A child said that 'staff are all really nice'.

Staff help children to attend education. When children are not in education, staff are encouraging them to engage with alternative education support, such as tutors visiting the home or activities in the community.

Children are spending time in their community and doing activities that they enjoy. Two children are attending cadets. One child enjoys an adventure sport and plays regularly with their friends. Staff help children to have new and fun experiences.

Improvements have been made to the home environment. This has helped to make for a more homely and well-cared-for home. Staff are yet to help one child to better care for their room or help them to find alternative ways to express themselves.

Overall, children are being helped to make progress, which is leading to them having improved experiences living at the home.

The three requirements raised at the last inspection have been met.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/06/2023	Full	Requires improvement to be good
01/12/2022	Full	Good
17/08/2021	Full	Good

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, The 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
The children's views, wishes and feelings standard is that children receive care from staff who— develop positive relationships with them; engage with them; and take their views, wishes and feelings into account in relation to matters affecting the children's care and welfare and their lives. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff— ascertain and consider each child's views, wishes and feelings, and balance these against what they judge to be in the child's best interests when making decisions about the child's care and welfare; help each child to understand how the child's views, wishes and feelings have been taken into account and give the child reasons for decisions in relation to the child; help each child to understand how the child's privacy will be respected and the circumstances when it may have to be limited. (Regulation 7 (1)(a)(b)(c) (2)(i)(iii)(v)) In particular, ensure that when a child shares worries about their experiences, this is suitably reviewed and shared with professionals and that the child is helped to understand how their views are considered.	30 April 2024

Recommendations

- The registered person should ensure that the home is a nurturing and supportive environment that meets the needs of children. In particular, ensure that children are helped to maintain their personal space in a way that supports their well-being. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)
- The registered person should ensure that all children's case records are kept up to date and signed and dated by the author of each entry. In particular, ensure that there is a clear process for staff to follow when recording and updating records so that children's care plans and updates can be understood by all staff. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.3)

Children's home details

Unique reference number: 2591431

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: David Whitty

Registered manager: Post vacant

Inspector

Rebecca Hannell, Social Care Inspector

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