

2591431

Registered provider: Compass Childrens Homes Limited

Full 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 with social and emotional needs. Four children were living at the home at the time of the inspection.

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

Inspection dates: 8 and 9 October 2024

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: 28 June 2023

Overall judgement at last inspection: requires improvement to be good.

Enforcement action since last inspection: none

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

Inspection judgements

Overall experiences and progress of children and young people: good

Four children were living at the home at the time of this inspection. Since the last inspection, two children have moved out and three children have moved in. All of the children spoke with the inspector during the inspection.

Staff and managers are committed to supporting children to achieve stability. Three children have lived at the home for 12 months or more, and one of these children has lived at the home for four years. This stability had helped the children to feel secure and build resilience.

Staff support and encourage children to attend school, college, or alternative education provision. Staff have good working relationships with school staff and provide one-to-one support to help with one child's attendance. Staff plan activities for children who are not in full-time education, to provide them with learning opportunities.

Children have support with their health and maintaining a healthy lifestyle. Children are registered with local services quickly and assisted to attend health appointments. Children's emotional well-being is promoted by staff, who use a therapeutic approach. An on-site psychologist supports children with individual and group therapy.

Managers and staff plan transitions for children moving in and out of the home. Consideration is given when children move to the home. The manager takes into account the impact on children who live at the home and the staff's ability to support new children. Endings are planned and made positive when possible. One child moved into independent living. The staff supported a planned transition into his lodgings and helped him to move.

Staff support and encourage children's activities, hobbies and leisure interests. Children's new interests are encouraged, and managers risk assess activities or hobbies when needed. Two children attend cadets, and another child attends a gym. All of the children enjoyed a caravan park holiday during the summer. Positive activities and hobbies help children to build confidence and self-esteem.

Staff and managers act inclusively and support diversity. Children's individuality is respected, and they are supported with feelings around their sexuality and identity. The staff respect children's individual wishes and views.

Children spend time with the people who are important to them. Staff support children to visit family, and they take children to spend time at their family homes. For one child, this has meant they have regular visits out of county to their local area. Children receive support with friendships. This helps to reduce stigma and isolation for children. Social connections support children's identity and the building of social relationships.

The home is spacious, modern and well furnished. Children's rooms are large, and children can personalise their rooms. The garden and other external parts of the property are well maintained. An external cabin provides a quiet space or therapy room.

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

Children are well supported and feel safe. Staff know their safeguarding responsibilities and understand the whistle-blowing procedures.

Staff have a good understanding of children's strengths and vulnerabilities. They use risk assessments and behaviour support plans for children. These are detailed, individualised and updated regularly. This helps staff to understand and respond appropriately to children's specific vulnerabilities. Staff understand what may trigger or upset children and adapt their approaches accordingly.

Managers use an approach that focuses on de-escalation. This reduces the likelihood of physical intervention being necessary. Consequently, physical interventions are very infrequent and used as a last resort. Detailed incident records show that staff actions are justified and proportionate. This helps children to feel that they are valued and respected, and this helps them to feel safe.

When children leave the home without permission, staff follow the home's procedures and protocols and react responsibly. Staff work with other agencies, including the police, to help children to return safely. Missing-from-home records are detailed and accurate.

Staff and managers know how to respond to children who self-harm. Responses are planned and tailored to children's individual needs. A night-time protocol is in place for one child who was more likely to self-harm at night. This has helped to reduce incidents of self-harm.

The staff strive to manage the dynamics between the children. When incidents of conflict or bullying occur, the staff and managers work to resolve these, including using mediation when necessary.

Staff and managers encourage positive behaviour. The staff use planned and unplanned sessions with children effectively. When consequences are used, these are restorative. However, children have said that staff do not listen and that rules and boundaries are unfairly restrictive. This practice does not enable children to build their independence and help them to take risks that are appropriate to their age and level of understanding.

The effectiveness of leaders and managers: good

The registered manager has been in post for over a year. She has shown a strong commitment to the home, the children and the staff. The manager, deputy manager and responsible individual have good expectations and aspirations.

Staff are positive about their roles, and the support from the manager and deputy manager. Staff feel able to have open discussions with them without worry, both formal and informal. Staff have regular supervision sessions, which they say are helpful and supportive. Staff highlight a strong culture of teamwork throughout the staff team.

The home has experienced allegations towards staff. The management has responded to these incidents diligently, including seeking advice from the local authority designated officer (LADO), Ofsted, children's social workers and parents. Thorough investigations take place, including, if needed, by external managers, to ensure that there has been fairness and impartiality. The manager has put proportionate measures in place, including additional learning or training, or initiating disciplinary procedures, when required.

New members of staff receive thorough inductions. Training for staff is comprehensive. The manager also identifies further training and makes use of staff development through mechanisms such as team meetings.

Regular team meetings are well structured and meaningful. The manager holds additional team meetings for further training and staff development. These include targeted sessions in response to incidents, behaviours and implementing the home's therapeutic approach. The in-house psychologist provides staff with additional support in team meetings.

Feedback from a range of external professionals is consistently good. This includes responses from local social workers, education staff, psychotherapy professionals and the LADO. Overall, external feedback is positive regarding children's care and the staff and managers.

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

Recommendation

- The registered person should ensure that children have an appropriate degree of freedom and choice in relation to day-to-day arrangements for their care, depending on their individual needs and the setting in which they are cared for. In particular, they should ensure that children know and understand why they may have limits to their freedoms, and that they are listened to and involved in plans to help them build freedom and independence safely. ('Guide to the Children's Homes Regulations, including the quality standards', page 17, paragraph 3.21).

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: 2591431

Provision sub-type: Children's home

Registered provider: Compass Childrens Homes Limited

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

Responsible individual: Rachel Ashton

Registered manager: Charline Watsham

Inspectors

Daniel Rankin, Social Care Inspector

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