

2591479

Registered provider: Nurture Childcare Services Limited

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned and is registered to provide care for up to three children who experience social and emotional difficulties.

There is a manager in post, who is yet to register with Ofsted.

Inspection date: 25 January 2023

Date of last inspection: 21 June 2022

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.

Inspectors have 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 care of children

At the time of the inspection, one child was living in the home. He has lived at the home for some time. Since the last inspection, no children have moved in or out of the home. The child is making progress and enjoys living at the home.

Staff care about the child. They are proactive in building positive relationships. Staff support the child to have opportunities to develop positive experiences and happy memories. For example, the child has recently enjoyed a holiday. Children are supported to pursue their interests. Their education is well promoted and encouraged. Further opportunities and attendance have significantly improved. The child is being supported to learn a new language.

Children's health needs are well understood. Staff are proactive in seeking medical advice and attention as required. Children benefit from access to routine and specialist healthcare to meet their individual needs.

Efforts have been made to make the home a welcoming environment for children. The lounge and communal areas are suitably decorated and furnished. Children's bedrooms are personalised. Photos are displayed throughout the home of the child enjoying various activities and adventures.

The safety of children

The staff team has benefited from access to additional training and development opportunities since the last inspection. However, there are still gaps in training for some staff. This means that staff do not yet fully understand the specific needs of the child living in the home.

Staff have a good understanding of the risks and vulnerabilities children may be exposed to in the home, community and online. Children's plans are sufficiently detailed and regularly updated, and they provide staff with clear strategies to follow to keep children safe.

Safeguarding incidents, allegations and complaints are well managed. There is oversight from managers. Ongoing consultation with relevant professionals ensures that there is a coordinated response to safeguarding children. Clear processes have been implemented to ensure that incidents are notified to Ofsted as required by regulation.

Changes in practice have led to a reduction in incidents. Staff holding children to keep them safe is a last resort. Records of holding children are sufficiently detailed.

Safer recruitment is not always followed. Leaders and managers have recruited staff when they have been made aware of safeguarding concerns from previous employment. This known information has not been considered or risk assessed. This does not ensure that staff are suitably vetted before working in the home and could place children at risk.

The effectiveness of leaders and managers

There has not been a registered manager in post for this home since January 2022. The current manager is new in post and has not yet applied to register with Ofsted. The responsible individual is also new in post. They were both present during the inspection. Together, they demonstrate effective leadership of the home.

Managers have strengthened internal and external monitoring processes, which gives them more robust oversight. They have taken action to address practice and recording shortfalls identified at the last inspection and are continually striving to develop the service.

Since the last inspection, staff have not always received consistent supervision or support. Although this has improved since the new manager has been in post, there is still a delay in supervision records being recorded. There is a new staff team in place since the last inspection. New staff working in the home receive an induction and feel supported.

Three recommendations made at the last inspection have been restated. Four requirements are now met.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/06/2022	Full	Requires improvement to be good
16/03/2022	Interim	Declined in effectiveness
17/11/2021	Full	Requires improvement to be 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, 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 leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff have the experience, qualifications and skills to meet the needs of each child; ensure that the home has sufficient staff to provide care for each child; ensure that the home's workforce provides continuity of care to each child; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(c)(d)(e)(h)) This relates to ensuring that staff receive training that is specific to the child's needs, in particular training in sexualised behaviour and learning difficulties. This requirement was made at the last inspection and is restated.	2 April 2023
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only— employ an individual to work at the children's home; or	2 April 2023

if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3). The requirements are that— full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a)(b) (3)(d)) This relates to ensuring that when staff have previously been subject to disciplinary procedures, this is fully considered and risk assessed.	
The registered person must ensure that all employees— undertake appropriate continuing professional development; receive practice-related supervision by a person with appropriate experience; and have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(a)(b)(c)) This specifically relates to ensuring that staff receive supervision.	2 April 2023
Schedule 4 sets out the other information that the registered person must keep in relation to a children's home. The registered person must— maintain in the home the records in Schedule 4; ensure that the records are kept up to date; and retain the records for at least 15 years from the date of the last entry. (Regulation 37 (1) (2)(a)(b)(c))	2 April 2023

Children's home details

Unique reference number: 2591479

Provision sub-type: Children's home

Registered provider: Nurture Childcare Services Limited

Registered provider address: Seighford Hall, Clanford Road, Seighford, Stafford
ST18 9NL

Responsible individual: Isobel Green

Registered manager: Post vacant

Inspector

Jessica Higginson, Social Care Inspector

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