

2593928

Registered provider: Thrive Childcare Services Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This private provider is registered to provide care and accommodation for up to three children who have experienced early childhood trauma and have emotional and behavioural needs because of these experiences.

The registered manager registered with Ofsted at the same time as the home in August 2020. She holds a level 5 diploma in leadership and management.

Inspection dates: 11 and 12 February 2025

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: 26 March 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/03/2024	Full	Good
09/11/2022	Full	Good
03/06/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of this inspection, one child was living at the home. Three children have moved out of the home and one child has moved in since the last inspection.

Staff warmly welcome children to the home, recognising this is a period of heightened anxiety for them. Staff thoughtfully prepare a personalised welcome pack that is tailored to the child's needs. Additionally, children are encouraged to express their preferences for items in their room, helping to create a sense of ownership and belonging from the outset. One child was able to have a pet to help them settle into the home.

Children benefit from trusting and strong relationships with staff who know them well. Children feel able to speak to staff when they are having difficulties. As a result, children are more likely to develop healthy coping strategies and recover from the difficulties they have experienced.

The registered manager is a good advocate for children. When decisions made by children's placing authorities have not been in accordance with children's views and wishes, she has supported them to challenge these decisions. As a result, one child was able to move to a placement close to their college and friends, avoiding an unnecessary move to a location far from where they were used to.

Staff support children to engage in charitable initiatives and community groups. This helps them develop a sense of empathy and social responsibility. One child was supported by staff to collect and sort food items for a foodbank donation and attends cadets. This has helped the child gain a deeper understanding of community values.

Staff support children's health and emotional needs well. The registered manager has raised concerns that one child's progress will be hindered because of external delays in a health assessment and, as a result, she has sought a private assessment. Staff ensure that children attend all routine medical appointments. The organisation also has access to a counsellor who delivers direct work to children. These proactive measures contribute to children's emotional and mental well-being.

Children are cared for by a consistent staff team. Children have clear routines and boundaries in place, and these are consistently implemented by staff. One professional told the inspector, 'It's the best care home I have worked with.'

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

Incidents of children being missing from home have been rare. When they have occurred, staff closely follow children's missing-from-care plan. They make attempts to locate children and search possible locations of where they may be. The manager

ensures that on their return, they can speak with an independent person. This cohesive approach helps keep children safe.

There are robust procedures in place for managing allegations. When these have occurred, concerns are taken seriously, and the manager takes swift action. Staff understand their safeguarding responsibilities and follow procedures. This approach ensures that children's welfare remains the highest priority and that allegations are managed effectively.

Restraints have been used as a last resort and are always appropriate and proportionate to the level of risk that is displayed. When there are indicators that children and staff are at increased risk, the manager is proactive in taking steps to maintain a safe and supportive environment for all. This has, at times, meant that additional staffing has been put in place.

The manager ensures that there are clear plans to manage incidents of self-harm. Staff consistently follow these plans, which are regularly reviewed and updated in response to children's needs. Following any incidents, staff provide sensitive follow-up work, which includes providing the opportunity for children to talk and reflect. Children also have mental health support external to the home, which further helps them develop healthier coping strategies. This robust and consistent approach improves children's emotional well-being.

The effectiveness of leaders and managers: good

The manager is an experienced and strong leader who sets high standards for the care provided to children by leading by example. She is a positive role model for her team and children alike. When there is need for challenge, she makes this as necessary. Her leadership encourages a positive and supportive culture, and as a result, staff feel confident and valued in their roles.

Leaders ensure that staff receive regular supervision. Staff find this valuable, and there is a strong emphasis on learning and professional growth. This ensures that staff remain knowledgeable and equipped to meet the complex needs of children in their care. New staff receive a thorough induction to their role, which encompasses training and time spent getting to know children before they take on responsibilities for their care. Staff are consistently positive about the support they receive from leaders. As a result, the team remains motivated and committed to the children it cares for.

Regular team meetings take place and provide a structured forum for staff to discuss key aspects of the home and children's progress. This helps to ensure that children benefit from consistent and well-planned care.

The manager has good monitoring systems in place. She is supported by a responsible individual who also knows the home well. However, the manager has not consistently identified opportunities for learning following incidents of restraint.

Additionally, while consequences are used to support children's behaviour, there has been limited evaluation around their effectiveness. This is a missed opportunity to improve the quality of care provided.

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 registered person must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the effectiveness and any consequences of the use of the measure. (Regulation 35 (3)(a)(vii))	17 March 2025

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: 2593928

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: Nina Parmar

Inspector

Chrisoula Contoyianni, Social Care Inspector

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