

2594875

Registered provider: The Beeches UK limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home provides care for up to four children with a diagnosed learning disability.

There were four children living at the home at the time of inspection.

The home is led by an experienced manager, who is in the process of registering with Ofsted.

Inspection dates: 17 to 18 March 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: 28 November 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/11/2023	Full	Good
25/10/2022	Full	Good
29/10/2021	Interim	Sustained effectiveness
10/08/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children benefit from good relationships with staff, who know them well. Staff nurture the children well and provide emotional warmth. Staff are positive role models for the children. Their interactions with each other and the children create a calm atmosphere. As a result, the children are happy, settled and secure.

Staff provide children with clear and consistent boundaries and daily routines. Over time, children learn to discuss their thoughts and feelings openly with staff. This assists them to identify safer strategies to manage their behaviours and emotions. One parent praised staff for helping their child to manage their own behaviours better. There is a strong emphasis from staff on providing children with predictable and consistent care. This has helped children to flourish.

Staff help children gain high self-esteem and a positive body image. They are good at sensitively supporting children who are exploring their own sense of identity. Staff make sure that children do not feel judged or stigmatised.

Staff work closely with children and their families to help strengthen important relationships. Staff have built good relationships with family members, and this has helped support good quality family time for children.

Children have made excellent progress in their education. Attendance for some children has significantly improved. Staff understand children's educational strengths as well as areas of their development in which they need additional help. Staff support children in collaboration with staff from school. This enables them to work together to provide help, support and enable children to make progress. When there are challenges for children in their education, staff work closely together to help overcome these.

Staff support children to personalise their bedrooms. These reflect the children's individual tastes and interests. However, there has been a delay in completing repairs to an area of damaged wall in one child's bedroom. This was finished during the inspection visit.

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

Any risks associated with children are understood by the staff. Risks are kept under regular review. There are a range of strategies in place designed to support staff in their work with children. As a result, children receive excellent help and support to manage their behaviours and feelings safely.

There has not been any missing-from-care incidents for over a year. Staff supervise the children closely at the home and when they are out in the community. Staff fully

understand what to do should a child go missing. They use clear protocols and policies that guide staff.

Staff help children to keep safe while they participate in online activities. Staff use a variety of strategies to protect children, including setting out expectations and staff having direct access to children's online accounts. Staff are appropriately trained to help children to manage online activity safely, which is strengthened by online restrictions in place. As a result, children can enjoy online activities while understanding the potential risks and remaining safe.

Managers respond to any allegations against staff, in accordance with guidance. Records of investigations show a thorough approach to managing concerns. When allegations have been made, managers work with safeguarding partners to ensure that all allegations are shared, and investigations take place. Staff are also supported throughout this process and children remain protected.

Physical intervention is used as a last resort, when all other de-escalation efforts have failed, and children are placing themselves and others at risk. Detailed records are kept of incidents. Managers ensure that debriefs with staff and children are recorded. However, some records do not provide evidence of the manager's evaluation of incidents. This fails to ensure that all staff practice in relation to restraint remains safe, proportionate and appropriate.

The location risk assessment provides staff with sufficient information to safeguard children from risks in the community. However, the manager has not consulted relevant people about the appropriateness of the location of the home or any risks associated with the area.

The effectiveness of leaders and managers: good

The manager is committed to the role and is currently in the process of registering with Ofsted. With the support of the deputy manager, he leads a motivated, experienced and confident staff team. As a team, they have high aspirations for themselves and the children. As a result, the children are making good progress in all areas of their lives.

The manager leads by example. He recognises the importance of always being available to talk to children and staff. The supportive culture that the managers have created ensures that children and staff have the help and guidance they need. Children can approach the manager with any issues or concerns, in the knowledge they will be taken seriously.

The management team works alongside the staff using an approach of high nurture and high challenge. Staff receive detailed handovers and regular team meetings to support them to understand children's current needs and areas of focus. This helps the staff remain consistent in their approach to supporting children.

The manager uses a range of quality assurance tools that he is strengthening to improve his oversight. This includes daily, weekly and monthly checks of the home, as well as monthly audits and regular practice observations.

Managers ensure that staff receive regular supervision sessions and annual appraisals. However, some supervision meetings do not provide opportunities for staff to reflect on their care practice. Additionally, appraisals do not capture children's or professionals' views. This is a missed opportunity to continue to support staff to develop in their roles. Despite this shortfall, staff say that they feel well supported by the management team.

There are some new staff who have not had the training required to meet children's complex needs. Five staff have not completed epilepsy training. The manager has implemented safety measures to ensure that there is always a trained staff member on duty, and the training is now planned. The training deficit has been addressed. A new training team has been set up by the organisation. This will strengthen the staff induction process, making training more regularly available.

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health. (Regulation 12 (1) (2)(d))	21 April 2025
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— 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; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1) (2)(c)(h)) This specifically relates to the manager ensuring that new staff receive specific training in a timely manner and that the manager and staff are regularly reviewing restraints.	21 April 2025

Recommendations

- The registered person should ensure systems are in place so that all staff, including the manager, receive supervision of their practice from an appropriately qualified and experienced professional, which allows them to reflect on their practice and the needs

of the children assigned to their care. ('Guide to Children's Homes regulations, including the quality standards', page 61, 13.2)

- The registered person should ensure that, where reasonable and practical, the views of other professionals who have worked with the staff member over the year and children in the home's care are included in annual appraisals. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.5)
- The registered person should ensure that they consult with relevant professionals when they conduct the annual review of premises. ('Guide to the Children's Homes Regulations, including the quality standards', page 64, paragraph 15.1)

Information about this inspection

The inspector has 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: 2594875

Provision sub-type: Children's home

Registered provider: The Beeches UK limited

Registered provider address: S B C H House, 212 Ballards Lane, London N3 2LX

Responsible individual: Michelle Robinson

Registered manager: Post vacant

Inspector

Zoey Lee, Social Care Inspector

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