

2598004

Registered provider: Strive to Care Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately operated children's home provides care for up to three children. The provider states in their statement of purpose that they provide care to children from a variety of cultures and ethnicities and with varying social, emotional or behavioural difficulties.

The children are supported by an experienced registered manager who has been in post since October 2020.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. We returned to routine SCCIF inspections on 12 April 2021.

We last visited this setting on 15 March 2020 to carry out a monitoring visit. The report is published on the Ofsted website.

Inspection dates: 7 and 8 December 2021

Overall experiences and progress of children and young people, taking into account	outstanding
---	--------------------

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

The effectiveness of leaders and managers	outstanding
---	-------------

The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: Not applicable

Overall judgement at last inspection: Not applicable

Enforcement action since last inspection: Not applicable

Recent inspection history

Not previously inspected

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children receive exceptional care in this children's home. In partnership with the home's clinical psychologist, children's individual needs are extensively assessed to ensure that specialist services are made available to them without delay. The staff undertake case study sessions to enable them to understand the impact of the child's life experiences. This work helps staff to enhance the quality of care they provide to the children. A parent said, 'We have seen that all the staff, without exception, have been spot on in their understanding of our son's many complex needs. Therefore, we have been asking their advice as to how to progress this in the future when he is home. It's such a breath of fresh air to see him improve in this way. It gives us great hope for the future.'

Children are admitted to this home with a history of educational disruption, including lengthy periods of non-attendance at school. The staff work in partnership with the children and the educational providers to develop detailed individual support packages. This level of support enables children to re-establish themselves in the educational environment. As a result, each child's educational attendance and attainment has vastly improved.

A headteacher said, 'The children made excellent progress at school, and this is down to the outstanding collaboration between the school and the care home. They have the children's best interests at the heart of everything they do, and this is reflected through the children's behaviour and the professionalism of all the staff.'

Children form trusting relationships and strong bonds with the staff team. One child said, 'The staff want what is best for us. They are like a parent or a big brother and they listen to us.' Because of the strength of relationships, the children engage extremely well with staff and professionals who undertake work with them. The positive effect of this is evident in the exceptional progress children make in this home. However, this support could be further enhanced by encouraging the children to review and comment on these sessions with staff, to enable children to feel a sense of control about their lives and the progress they make. A recommendation is made to address this matter.

Family contact is extremely well supported in this home. The staff team and the home's clinical psychologist work directly with the children and their parents to help to build positive relationships and establish acceptable boundaries. This has proved to be successful, with some children returning to live with their parents. When difficulties arise, the staff take prompt action to address these concerns and help the child and their family move forward positively.

Children's health and well-being is prioritised in this home. From the point of admission, staff take prompt action to escalate any previously unmet health

concerns. This ensures that the children's health is assessed and monitored in accordance with their needs.

Children are encouraged to join sports groups and keep fit and healthy. Motivational speakers from renowned boxing and football clubs attended the home to speak to the children about life chances and building positive futures. A staff member said, 'The children love it. It fills them with inspiration and positivity.' Children regularly attend football matches and boxing tournaments, alongside a range of other interesting and exhilarating activities.

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

Children come to this home with a significant history of risk-taking behaviours. As a result of living in this home, risks have considerably reduced.

Risk assessments are developed in partnership with the children, the home's clinical psychologist and placing social workers. Risks are meticulously assessed. Children and staff are provided with detailed strategies to reduce and manage risks. In addition, children are provided with extensive support from external services, such as the early break service and the detached youth service. This advanced level of support enables children to understand their risk-taking behaviours and the negative effect they have on their lives.

Since living at this home, incidents of children being missing or absent from home are significantly reduced. On the occasions when this has occurred, the staff have taken swift and effective action to ensure that the child is returned safely.

Using individual case studies, behaviour management plans consider each child's life experiences from birth to the present day. This enables the staff to understand the effects of children's lived experiences and how these can be exhibited through the children's behaviour. Using the theory of attachment as the backdrop to the work undertaken in the home, children begin to understand how their behaviour can affect themselves and others. This extensive work has resulted in children making safe and supported connections with their own emotions and developing empathy for others.

The staff are trained in de-escalation techniques and the use of physical intervention. They have formed positive and trusting relationships with the children and this enables them to successfully defuse episodes of escalating behaviours. The use of physical intervention is rare. However, when a physical intervention has proved necessary to safeguard a child, the intervention is brief and considers the strategies agreed in the child's behaviour management plan. Records of physical interventions taking place are exceptionally detailed. However, when a physical intervention has been necessary on more than one occasion during a single incident, these have not been recorded separately. A recommendation is made to address this matter.

The effectiveness of leaders and managers: outstanding

The registered manager and staff team have created a home dedicated to promoting excellent outcomes for children. Children thrive in this environment because they receive informed and consistent high-quality care.

The majority of the staff have successfully completed the diploma level 3 and are enrolled on the diploma at level 4. In addition, staff receive consistent and targeted training, including clinical input, to assist them in their work with the children.

The registered manager provides regular formal and informal supervision. The use of reflective practice is woven through the home's procedures and is evident during team meetings and daily handovers. The registered manager said, 'I want the staff to develop professionally and to understand the importance of our role. We are all dedicated to the children and the staff are fully committed to their personal learning.'

The registered manager is passionate and thorough in his approach to monitoring the quality of care provided in the home and the positive effect this is having on the children. This consistent analysis makes sure that patterns and trends are identified quickly, and that appropriate steps are taken to address any concerns.

The external monitoring of the home has improved since Ofsted's last visit. The independent visitor has begun to collate feedback from a variety of sources, including social workers and families. However, a recommendation is made to prompt a consistent approach to gathering the views of others.

One social worker said: 'I can honestly say the management of the home is outstanding. This home is one of the best care homes we have ever worked with. The manager clearly cares deeply about providing a safe, secure, nurturing and outstanding care home for these vulnerable children. This can be seen through the professionalism and dedication of all the staff he employs. The manager is the driving force of the care home.'

The care provided in the home is supported and organised to reflect the theoretical framework of attachment. The staff team invests in children. The staff work closely together to create an environment where children are safe, and where they feel valued, respected and accepted. This is evident in the exceptional progress and achievements the children make.

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

Recommendations

- The registered person should ensure that each individual physical intervention is recorded separately. ('Guide to the children's home regulations, including the quality standards', page 49, paragraph 9.59)
- The registered person should actively encourage children to read their records and add further information to them. Children should be regularly reminded of their rights to see information kept about them and be given information about how they might be supported to access their records in later life. ('Guide to the children's home regulations, including the quality standards', page 62, paragraph 14.6)
- The registered person should ensure that visits undertaken by the independent visitor routinely include contact with external professionals and families. ('Guide to the children's home regulations, including the quality standards', page 55, paragraph 10.24)

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: 2598004

Provision sub-type: Children's home

Registered provider: Strive To Care Limited

Registered provider address: 206 Waterloo Street, Oldham OL4 1ES

Responsible individual: Rebecca Baines

Registered manager: Asad Iqbal

Inspector

Maria McGranaghan, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2021