

2598648

Registered provider: Footsteps to Futures Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is privately owned and provides care for up to 3 children who may experience social and emotional difficulties.

At the time of this inspection, 3 children were living at the home. All 3 children were involved in the inspection.

The manager registered with Ofsted in September 2024.

Inspection dates: 10 and 11 March 2026

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: 15 January 2025

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
15/01/2025	Full	Good
29/08/2023	Full	Good
03/05/2022	Full	Outstanding
28/04/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Overall, children have positive experiences and make good progress. Staff develop strong relationships with children and thoroughly understand their needs. One child expressed that they know the staff care about them, and when difficult conversations are necessary, they understand that these discussions come from a place of care. A social worker reported that the child they work with has made lots of progress. Their progress includes attending college, advocating for themselves and enjoying life. One parent said, 'They (staff) ensure he is safe and well cared for.'

Staff support children with their health needs. When children struggle with attending healthcare appointments, staff provide continued care to ensure that their needs are met. One member of staff has developed specific plans for children where there are additional health and emotional needs. This helps staff understand how best to support children.

Staff provide support for children to engage in education. They liaise with education providers when there might be barriers to a child's engagement. Staff advocate for children when attending education meetings. A teacher said, 'If it wasn't for the manager, [name of child] wouldn't have even started with us.' Staff place great importance on education. A member of staff said, 'Attending school isn't just about education but is connected to developing confidence.'

Staff engage children in regular discussions that are tailored specifically to their needs. Staff encourage children to express their wishes and feelings about topics that are important to them. One child praised the staff for helping them reconnect with their family and for their ongoing support.

Care planning support for children moving into and out of the home is good. Managers carefully consider each child's needs. They communicate well with external professionals. Children already living at the home are consulted about children moving in. However, robust plans are not always in place to support children's development of independence skills in preparation for adulthood.

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

Staff have a good understanding of children's needs. Risk assessments are clear, thorough and individualised; they are regularly updated as children's needs develop. They help staff understand how they can best support children. Children are encouraged to take age-appropriate risks.

Staff respond promptly when children go missing from home. They follow children's individual plans. When children return home, they are well supported, and their feelings are acknowledged. For one child, missing-from-home incidents have significantly

reduced. An independent reviewing officer described the reduction in missing-from-home episodes as 'amazing'.

Physical interventions to support children's behaviours are used infrequently and only as a last resort. Staff speak to children after each incident and help them understand the actions taken to keep them safe.

Children know how to raise complaints. When allegations are made, managers take prompt and effective action to keep children and staff safe. Managers speak with children to understand their views and provide reassurance. Staff are safely recruited.

Changes in the local community are not considered in the location safety review. Professionals are not consulted. This affects staff's knowledge about managing risks in the local area.

The effectiveness of leaders and managers: good

The manager is dedicated, empathetic and caring, and she strives to achieve the best for children. One child is mostly out of the home during the day; however, the manager has adapted her working hours to ensure that she can spend time with the child in the evening.

The manager's and deputy manager's oversight and review of the care provided to children are good. They are reflective about the progress made for children and in identifying areas for improvement. The manager is developing a new way to capture the progress children make. This is not yet embedded.

The manager and staff communicate effectively with social workers and other external professionals. The manager involves external professionals in children's care to ensure that their needs are met. An independent reviewing officer said, 'I cannot fault them; their communication is excellent.'

Staff receive professional supervision, and the agenda encourages them to discuss their personal needs as well as those of the children. Team meetings are well structured and frequently attended. Managers encourage staff to contribute to the agenda, which helps them feel heard. Celebrating children's accomplishments and discussing how staff can support their ongoing development are topics of discussion during team meetings.

Staff feel well supported by managers and each other. One member of staff said, 'Since joining [name of home], I have been nothing but impressed with how it runs and how it provides a safe, nurturing, happy environment for our children.' Staff have said how managers are considerate of their work and personal challenges. This helps staff feel valued.

Staff have access to a range of training opportunities, including training that focuses on children's specific needs. This has a positive impact on staff's knowledge and skills.

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

Recommendations

- The registered person should work with the placing authority to ensure that children's transitions are planned and that they are prepared, both practically and emotionally, for moving on from the home. ('Guide to the Children's Homes Regulations, including the quality standards', page 57, paragraph 11.9)
- The registered person should ensure that the location risk assessment is regularly updated to include any changes in the local community. The registered person should ensure that consultation with all professionals is sought. ('Guide to the Children's Homes Regulations, including the quality standards', page 64, paragraph 15.1)

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: 2598648

Provision sub-type: Children's home

Registered provider: Footsteps to Futures Limited

Registered provider address: Unit 5, Riverbank Business Park, Whatton-in-the-Vale,
Nottingham NG13 9FX

Responsible individual: Victoria Lee

Registered manager: Rachael Crawford

Inspectors

Kathryn Hurley, Social Care Inspector
Siobhan Holmes, Social Care Inspector

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