

2613661

Registered provider: Young Foundations Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned by an independent provider and provides care for up to two children who have emotional difficulties.

The manager registered with Ofsted in November 2020.

The inspector spoke with the one child who lives at this home.

Inspection dates: 15 and 16 November 2022

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: 18 October 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/10/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

One child lives at this home. They moved in after a well-planned and supported transition from their previous home. The staff have developed a warm and positive relationship with the child, and the child is well cared for by adults who know them well. The child said, 'I think this is a good home. It is just like a family home. I love everyone. This is the only place I have settled.'

Since the last inspection, two children have moved out of the home. Their moves were planned, and the manager and her staff ensured that the children were supported to move on in the best possible way. This helped to reduce disruption to the children's lives.

Staff are skilled in meeting the child's needs, and their experience of supporting children with adverse childhood experience continues to develop. As a result, the child lives in an environment where they continue to thrive, as they are supported effectively.

The child is encouraged and supported to maintain good health. Staff regularly talk to them about the importance of a healthy lifestyle, which enables the child to make informed choices. The child's use of vapes and cigarettes has reduced because they are well supported by staff to understand the risk associated with these behaviours. The staff also ensure that the child's routine health appointments are made, and they make every effort to support the child to attend. Because of this, the child's health needs are met.

Children are helped to understand the importance of education. Staff have worked hard to support children who were not in education prior to moving to the home, to re-engage with education and attend full time. The learning culture in the home helps the children to aim high. As a result, children achieve their education targets, which increases their life chances.

The child is supported to become more independent and develop new social skills. They learn how to do chores around the house, such as budgeting, completing meal plans and learning to cook for themselves. This helps to prepare them to move on to independent living when they reach adulthood.

Staff understand the importance of the child seeing their close family and friends. They support the child to keep in touch with those who are important to them. Staff proactively address any difficulties that arise in these relationships so that the child can continue to have stable support networks around them. They help the child to understand what positive relationships look like and how to keep themselves safe in a relationship. The child particularly enjoys the time that they spend with their

friends in the community. This means that they enjoy similar social experiences to their peers.

The child has lots of opportunities to share their views as they spend quality one-to-one time with the staff. These opportunities help the child to feel involved in the planning of their personal care and activities.

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

Staff have a good understanding of the child's behaviours. The child's risk assessments identify their vulnerabilities and the actions that the staff must take to protect the child. The manager ensures that there are always enough staff available to supervise and care for the child. This ensures that the child's needs are met and helps to keep the child safe.

The child has become increasingly safe as episodes of going missing from home have reduced. When the child goes missing from the home, staff take swift action. Staff follow the child's missing-from-care protocols and they work closely with the police, social workers and other professionals. This coordinated approach helps to safeguard the child.

The manager follows safer recruitment practice to ensure that the staff who work in the home are safe and suitable.

Staff use praise to promote the child's positive behaviour, and they are skilled at managing the child's emotional responses. Consequently, the child's behaviour rarely escalates, and the use of physical intervention has not been required since the last inspection.

The use of consequences to address negative behaviour is balanced, restorative and fair. However, some records of consequences fail to demonstrate that the manager has spoken with the staff, in the required timescale, following an incident. Therefore, it is unclear whether the staff have been offered the opportunity to reflect on their practice in a timely manner.

The effectiveness of leaders and managers: good

The manager is child-focused and she speaks about the child with warmth and enthusiasm. She has high aspirations for the child, and she is keen for them to achieve their full potential.

The manager uses a range of systems to ensure that she has good oversight of the home and the quality of care provided to the child. Monitoring tools are used effectively to ensure that the daily tasks are completed, and various audits take place monthly. These systems, and the manager and staff's hard work, have ensured that all of the requirements and recommendations made at the last inspection have been met appropriately.

Staff retention is good. The manager has a good understanding of the staff's strengths and their areas for development. She takes action to share learning to develop the whole staff team. Staff said that they are well supported by the manager.

The manager has developed effective working relationships with other professionals. When creating plans for the child, the manager involves other professionals. She seeks their expertise and knowledge and their views on the child. The manager shares the child's risk assessments, plans and information. This ensures that the child receives holistic care.

All staff have attended the provider's mandatory training and relevant online focused training. The manager makes good use of the monthly team meetings. This ensures that the safeguarding arrangements for the child and their progress are discussed. This supports the ongoing development of the staff's good practice.

Staff receive formal supervision sessions on a regular basis. These opportunities provide the staff with time to reflect on their practice. This supports them with their ongoing development. There is a clear induction process in place. New staff receive more frequent supervision. As a result, new staff are well supported and equipped to meet the child's needs when they join the team.

The provider has missed an opportunity to support the manager to develop. The provider has failed to provide the manager with an annual appraisal. Also, the manager was unable to provide some of her supervision records. This oversight prevents the provider from being assured that the manager has been supervised in line with their requirements.

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 registered person must ensure that all employees— have their performance and fitness to perform their roles appraised at least once every year. This specifically relates to ensuring that all employees, including the registered manager, have a yearly appraisal. (Regulation 33 (4)(c))	16 December 2022
The registered person must prepare and implement a policy ("the behaviour management policy") which sets out— how appropriate behaviour is to be promoted in the children's home; and the measures of control, discipline and restraint which may be used in relation to children in the home. The registered person must ensure that— within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")— has spoken to the user about the measure. (Regulation 35 (1)(a)(b) (3)(b)(i))	16 December 2022

Recommendation

- The registered person should ensure that a record of supervision is kept for staff, including the manager. The record should provide evidence that supervision is being delivered in line with regulation 33 (4)(b). ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.3)

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: 2613661

Provision sub-type: Children's home

Registered provider: Young Foundations Limited

Registered provider address: 7 Grosvenor Street, Chester CH1 2DD

Responsible individual: Nicola Dixon

Registered manager: Gillian Mallaby

Inspector

Cherie Chen, Social Care Inspector

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