

2624054

Registered provider: Esland North Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned children's home provides care for up to three children with social and/or emotional difficulties and associated complex needs. There were two children living in the home at the time of the inspection.

The home registered with Ofsted in March 2021. The manager has been registered with Ofsted since June 2022 and is suitably qualified.

Inspection dates: 26 and 27 September 2023

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: 19 July 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/07/2022	Full	Good
21/07/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children are making positive progress. They are looked after by a committed team of staff who are attuned to their needs and provide nurturing care which supports children to grow and develop.

Children benefit from in-house therapeutic input to help them recover from adverse childhood experiences. This support also extends to staff, who incorporate therapeutic strategies into their day-to-day care of children. Consequently, the children enjoy positive relationships with staff, who recognise their individual needs.

Children in the home are not currently accessing mainstream education, although they benefit from daily individual tutoring and engage in a range of educational activities. Staff supported one child to communicate their wishes and feelings to their social worker in relation to resources to assist their education. Another child's move into the home was carefully considered by the management team, and the impact of moving them back into education alongside this was well thought out.

Children benefit from regular key-work sessions and the oversight of these by the manager is good. Themes from key-work sessions are analysed each month and children benefit from a 'you said, we did' approach in response to these themes. As a result, children feel valued and listened to and are able to reflect on a wide range of topics in their lives.

Feedback from external professionals was positive. One social worker said, 'I am so happy with the care they provide for [child's name]. Couldn't ask for better communication.' Another social worker said, 'They were great, and I have confidence in them being able to meet children's needs. Communication from the home manager was very good.'

Staff have created a homely environment and value children's feedback. The communal areas are homely and well used by the children. Children are able to participate in the day-to-day running of their home, including making meals and developing their independence skills. Children have pets and these are well cared for.

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

Children are kept safe from harm by staff and continuously supported to learn about how they can keep themselves safe. For example, one child made a poster about online safety with their tutor.

There is a proactive response when children are missing from the home and staff always look for children. Missing protocols are well coordinated with safeguarding agencies to promote the safety of children.

Children are supported by staff to think about their behaviour and feelings. Staff instinctively identify opportunities to speak with children following difficult events. A restorative and non-judgemental culture supports children to reflect on their actions and improve their self-regulation.

Risk assessments are routinely updated following emerging concerns and amendments are carefully coordinated with the placing authority and other relevant agencies. Children are supported to take appropriate risks, taking into consideration their age and individual circumstances.

Staff use physical intervention in a necessary and proportionate manner. Incidents are well recorded, and the manager demonstrates positive oversight of these, including staff debriefs and learning reviews designed to promote good practice. The impact of physical interventions on children is well understood and staff engage well with children following incidents to provide empathy and advice.

The management team has carefully considered learning from placement disruptions and acted promptly to address emerging safeguarding concerns when one placement was ending. The positive way this was managed minimised the disruption for all children involved.

The effectiveness of leaders and managers: good

The manager ensures effective oversight of the staff team through good-quality supervision and reflective learning. All staff have had annual appraisals and the workforce development plan outlines a clear strategy for the continued development of the team.

There is clear evidence of management oversight of significant incidents. The manager carries out learning reviews when things do not go to plan and supports staff, through supervision and informal conversations, to consider subsequent learning. For example, the manager reflected with a staff member following an unsuccessful physical intervention and has planned additional training for the staff team.

Staff benefit from supportive managers, who are visible and invested in their welfare and development. Managers act promptly when identifying learning opportunities for staff, including using personal improvement plans.

While there have been several placement disruptions since the last inspection, leaders and managers have maintained their focus on children's welfare in making difficult decisions for children to move on. One social worker said, 'Every avenue was explored before reaching the conclusion that [name of child] had to move on.'

The majority of the staff team have completed all mandatory training. However, some staff are not fully up to date in line with the organisation's internal policies and training requirements. This has not impacted on children's welfare. All staff have completed safeguarding and first-aid training.

In one month during the inspection period the home was not visited by the independent person. In addition, the independent person did not have the necessary access to the provider's recording system for this visit and was unable to review the individual records of one child.

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 an independent person visits the children's home at least once each month. When the independent person is carrying out a visit, the registered person must help the independent person— if they consent, to interview in private such of the children, their parents, relatives and persons working at the home as the independent person requires; and to inspect the premises of the home and such of the home's records (except for a child's case records, unless the child and the child's placing authority consent) as the independent person requires. (Regulation 44 (1) (2)(a)(b)) In particular, the registered manager must ensure that the independent person visits the home each month and has appropriate access to the home's recording system to enable them to inspect children's records.	27 November 2023

Recommendation

- The registered person should enable all staff to complete core and mandatory training in line with the home's workforce development plan and training matrix. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.11)

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: 2624054

Provision sub-type: Children's home

Registered provider: Esland North Limited

Registered provider address: Esland Ltd, Suite 1 & 5, Riverside Business Centre, Foundry Lane, Milford, Belper DE56 0RN

Responsible individual: Kathleen McGowan

Registered manager: Katrina Borton

Inspector

Ashley Edwards, Social Care Inspector

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