

2624063

Registered provider: YMCA

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and managed by a private provider. The home offers care for up to four children who may experience social and emotional difficulties.

At the time of the inspection, four children were living in the home, and they were all spoken to as part of the inspection.

There has been no registered manager since January 2024. The current manager has applied to become registered with Ofsted.

Inspection dates: 23 and 24 July 2024

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: 14 August 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/08/2023	Full	Good
21/09/2022	Full	Good
12/01/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The children present as comfortable and content in the home and regularly seek out staff to spend time with them. One parent described staff as being like 'family' to her child and felt she could not wish for a better key worker for her child. This promotes the security and emotional progress of the children.

Children have made progress since living in the home. This has been evidenced in their development plans and their overall presentations and behaviours. The psychologist who works with the home has said 'the outcomes are unbelievable' and that one child who was severely traumatised when they arrived at the home has shown a 'significant reduction in risk behaviours'. This shows the staff's ability to support the children to make progress.

The staff at the home work with a clinical team of psychologists who support the children. The clinical team holds weekly meetings with staff to assist them in using psychological techniques that are bespoke to each child. This has resulted in an increased ability for all of the children to self-regulate and understand their emotions and behaviours.

The model of care is implemented throughout the home, and this is evident in the recordings. Staff are encouraged to link their theoretical knowledge to their practice during team meetings and in their case notes. This ensures a stability of care for the children.

The passion that staff have for caring for the children is clear. Staff understand the children and speak positively about them. They have ambitions for the children and work closely with them to support them to reach their goals. This promotes the overall well-being and progress of the children.

There is evidence of a range of activities, inside and outside the home, that the children engage in, providing learning and socialisation opportunities. One child has a keen interest in a particular car brand, and it has been arranged for her to attend the car plant to complete a presentation in front of professionals. This demonstrates that staff are promoting the children's interests in creative ways.

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

Incidents, such as allegations and physical restraints, are recorded to a good standard, and the records include relevant detail. The timeline of events is discussed in depth to provide a clear understanding of an incident. Children receive debriefs and key-work sessions, and staff receive reflective debriefs following significant incidents. This ensures that children are well protected.

The home uses behaviour support plans that explain any risk to the child and behaviours they may demonstrate. The plans are detailed for each child, which shows the staff's knowledge of the children and how best to support them. There are clear actions for staff, which enables them to act in the best interests of the child to safeguard them. The positive behaviours the children show are also included in the plans.

The home uses positive rewards for children, and consequences are used sparingly. However, some consequences used are not restorative or adequately explained in the recordings. This impacts the ability of children to understand their behaviours.

The effectiveness of leaders and managers: good

Care records reflect the children's day-to-day experiences and are written to the child in a language they can understand. Records are detailed and provide relevant information. In addition to daily logs, staff have provided each child with a small diary. Staff will write a positive comment in their diaries each evening for the child to read. This supports children's emotional well-being and self-confidence.

Staff feel happy in their role and feel supported by the management team. The responsible individual and area manager work closely with the home to support the manager, staff and children. This promotes strong professional relationships within the organisation.

Team meetings are regular and planned well. The manager ensures that staff reflect on their practice during meetings. The manager creates scenarios and role-play activities during the meetings, such as an episode of challenging behaviour, and the staff are encouraged to respond as they would to a real situation of this nature. This develops the staff's understanding of responding to risk.

The home does not currently have a registered manager; however, there is a manager in position who is overseeing the running of the home. The manager supports her staff team to work together and achieve the best for the children. It is evident that the manager puts a lot of effort and care into her role and is determined to achieve the best outcomes for children.

Some staff do not have a level 4 qualification in accordance with the timescales initially set, despite being enrolled. There are also some areas of training needs for the staff to further develop their knowledge and skills. This lack of knowledge and skills may contribute to a reduced effectiveness in supporting the children.

The manager has submitted information in line with Regulation 45. However, some parts of this have not been updated since the last period, including the children's wishes and feelings. This prevents an updated understanding of the care the children have received and the developments made in the home.

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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 leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (2)(c))	31 October 2024

Recommendations

- The registered person should make the best use of information from internal monitoring (including under Regulation 45) to ensure continuous improvement. ('Guide to the Children's Homes Regulations, including the quality standards', page 55, paragraph 10.24)
- The registered person should ensure that any consequences used to address poor behaviour are restorative in nature, and they should avoid removing the children's belongings as a consequence. ('Guide to the Children's Homes Regulations, including the quality standards', page 46, paragraph 9.38)

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: 2624063

Provision sub-type: Children's home

Registered Provider: YMCA

Registered provider address: Malt Cross, 16 St. James's Street, Nottingham NG1 6FG

Responsible individual: Anthony Gallaher

Registered manager: Post vacant

Inspector

Ladean Wilson, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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