

2634397

Registered provider: XYP Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home provides care for one child who may have social and emotional difficulties.

The manager registered in March 2021.

Inspection dates: 15 and 16 March 2023

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	good
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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: 17 February 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/02/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The child now living in the home has been there for a month. The previous child lived in the home for a year and a half before moving to semi-independent living.

The home is homely, warm and welcoming. The child's bedroom is personalised to their taste and there are further plans to redecorate the room and buy new furniture/soft furnishings. This gives the child the opportunity to make the space their own and take pride in their home.

Children receive exceptional care from a well-trained and skilled team of staff who get to know them well. Children are nurtured and treated with respect. This enables them to build strong bonds with the manager and staff. As a result, children settle quickly and make remarkable progress in all areas of their lives.

The manager is making good progress in embedding theory and research into care practice. This is highly individualised for each child that comes to live here. This gives staff confidence and allows them to develop the best way to care for children.

When children are not in formal education, the staff go above and beyond to ensure that children continue to achieve. Credible alternatives to education are well valued and children are encouraged to build confidence through learning independence skills and taking part in outdoor activities. This supports children's all-round learning and secures positive outcomes.

Children are valued and staff actively want to get to know them as individuals. Staff talk about children with a sense of pride and are passionate about their future. Despite managing similar behaviours before, the staff, guided by the manager, start the learning process again when a new child moves in, so that a unique approach is offered to each child. There are no assumptions made about current and future behaviours.

The child initially told staff that he did not do 'family things'. However, with staff's encouragement and persistence, he is now taking part in all aspects of life at the home, including choosing and enjoying activities. This gives him the opportunity to have new experiences and get to know staff through shared experiences.

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

The staff work hard to keep children safe, and the child said that they feel safe in this home. Detailed and robust risk assessments, written with the child as the primary reader, guide staff practice and clarify when and what actions staff should take to safeguard children. The manager and staff review the risks regularly and

have an excellent understanding of the children's vulnerabilities. Children are encouraged to contribute to risk assessments. This helps them to gain insight into why people worry about them, which supports them to become safer.

The response of staff and managers to concerning incidents is excellent, and action taken is always in the child's best interests. Staff and children receive reflective debriefs and responses are monitored to minimise future risk. This allows children to build trusting relationships.

Staff maintain good partnerships with the police and other agencies to keep children safe. Staff are trained in child protection and in understanding and managing relevant concerns for children. When children present with new concerns, the manager ensures the staff receive appropriate training quickly. Staff consistently prioritise the safety of children.

Children receive a well-coordinated response if they go missing from the home. Staff understand what action to take and work closely with the police to locate children quickly. The child who previously lived at this home went missing from home. Staff understood the reasons for this and ensured the child received the same consistent response when they returned home. This makes children feel cared for.

The staff help children to understand and manage their feelings and behaviours safely. Consequences are rarely used. Children are encouraged to contribute to their behaviour management plans so that future incidents are responded to in a way the child wants. This reduces the likelihood of incidents occurring and ensures that the response is collaborative.

Children are encouraged to manage their behaviour through the use of incentives, which works very well. Children set their own goals and open conversations with staff ensure that the goals are achievable. Children receive regular verbal praise and encouragement which is then recorded for them to access. The inspector observed a high level of care that staff clearly have for the child, which demonstrates that they want the very best for the child. This builds the child's self-esteem and confidence.

The effectiveness of leaders and managers: good

The manager is a positive and inspirational leader. He has high aspirations for the children and the staff, which drives the focus for practice in the home. The manager works flexibly and encourages healthy debate in order to secure the best outcomes for children. This encourages openness among the staff team and morale is high.

The staff have excellent relationships with a wide range of professionals. One social worker reported that they felt the staff went 'above and beyond' expectations to ensure that their child was settled and comfortable. This led to the child having their most open conversation with the social worker to date.

The manager drives the individualised planning for children and is passionate in ensuring that children receive unique, tailored care. Staff have a flexible approach

and are able to think creatively in order to build relationships and start conversations. This means children engage with staff quickly.

The manager supports diversity in the home. They have cared for children from cultures and heritages different to those of the staff team. The manager secures training for the staff to allow them to learn about cultures they may not be familiar with, which helps the staff understand the child better.

The child's view is at the centre of the manager's and staff's ethos. The child's voice is heard throughout written records and the manager strives to do the best for the child. As a result, children leave this home feeling valued.

The home is fully staffed and the team is now established and experienced. Some bank staff are used, but these are known people who have had the same checks, supervision and support as permanent staff. One allegation against a staff member was managed appropriately but required a notification which was not completed. Changes to staffing are not included in the statement of purpose, meaning that a statement submitted to Ofsted was incomplete.

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— keep the statement of purpose under review and, where appropriate, revise it; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (3)(a)(b))	16 September 2023

Recommendation

- The registered person should notify Ofsted and other relevant persons if one of the situations specified in regulation 40 occurs, or if there is an incident relating to the protection, safeguarding or welfare of a child living in the home which the registered person considers to be serious. ('Guide to the Children's Homes Regulations, including the quality standards', page 63, paragraph 14.10)

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: 2634397

Provision sub-type: Children's home

Registered provider: XYP Childcare Limited

Registered provider address: 43 Stamford Road, Mossley, Ashton-under-Lyne
OL5 0BG

Responsible individual: Philip Hogan-Birse

Registered manager: Thomas Dennison

Inspector

Sally Mitchell, Social Care Inspector

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