

2645688

Registered provider: Kedleston (Wood Grove Childcare) Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned. It is registered to provide care for up to five children who experience social and emotional difficulties.

Five children were living at the home at the time of this inspection.

The home is led by an experienced registered manager.

Inspection dates: 12 and 13 March 2024

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	outstanding
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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: 14 March 2023

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/03/2023	Full	Outstanding
24/01/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children make exceptional progress in all areas of their lives. This is attributable to the excellent care and support they receive from staff and managers. Staff pride themselves on quickly securing very positive relationships with children. Children are very happy living at this home. One child said, 'I give it 10 out of 10. It is the most outstanding place I have lived. I can tell the manager everything and this hasn't always been the case.'

The environment has a warm and homely feel. It is well maintained, clean and tidy. Children are at the heart of planning in the home, and they respect their home.

Staff support children's interests and help them make happy memories. Children have enjoyed holidays and enjoy fun activities both inside and outside the home. Two older children moved out of the home in a planned way to supported accommodation. Both enjoyed a holiday with staff before leaving.

The staff undertake direct work with children, which is excellent. It has a purpose and covers the important areas in children's lives. The manager is constantly reviewing and developing interventions for children. For example, progress logs highlight progress for all children, covering many aspects of their lives. No matter how big or small their achievements, children know that they are making progress. This in turn helps children's self-esteem and confidence.

Education is valued as important to helping the children make progress and achieve. All children have education placements and their attendance is good. Children are aspirational for their futures. One child said, 'I really would love to do architecture.' Education planning is individual to each child and staff have acted as good advocates to get this right for children.

The children's individual care plans are exceptionally good. The staff understand the important role they play in progressing children's plans. They are proactive in ensuring that care plans do not become static and advocate for plans to evolve for children. For one child, staff have worked exceptionally well with their family and other agencies to start a return home plan.

Careful thought and attention are given to transition planning for children. One child who had moved on from the home said, 'I made a lot of progress at the home. I had not engaged in education for three years and I did there. Staff prepared me for my move as best they could.' The staff had ensured exceptional moving on support for the child, including mirroring the interventions from the supported accommodation provider, replicating what the young person had experienced at the home.

Feedback from external professionals was unanimously good. A social worker said, 'The home is outstanding. The progress the child has made is phenomenal. Staff have gone over and above in their roles to secure the best outcomes for the child. The culture of the home comes from the manager.'

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

Staff work closely with specialist support from a psychologist to help children with their behaviours. This helps to reduce the overall risks for children and helps to keep them safe. When a child has exhibited risky behaviour, staff have taken immediate action to keep them safe. Behaviour support plans for children are excellent and very clear documents help staff to identify any signs of concern, rate the risks and how to respond at different times to each child. This comprehensive approach and having skilled staff and positive relationships with children mean there are few incidents at the home.

An external psychologist provides support to staff and the children. This support includes helping with individual behaviour management plans. When there are sticking points, there is a team around the child approach to reviewing plans. This level of support has been extended to education providers to help ensure a consistent approach to children.

Children's risks have significantly reduced. For example, children who may have had a history of self-harming are helped to reduce these behaviours. The manager is pivotal in ensuring children access support services as and when they are required. For example, one child has accessed support successfully from drug and alcohol services.

There is very good understanding of children and consistent model of care practice from staff. This approach considers the context of children's behaviours. As a result, physical interventions have not been required. Staff and managers are confident and exceptionally well rehearsed in how to avoid the need for such interventions.

Staff help children lead healthy lifestyles. This includes providing activities that involve exercise and healthy eating, and support from specialists regarding a range of issues including mental health, sexual health and drug and alcohol use.

The effectiveness of leaders and managers: outstanding

The manager is exceptional and aspirational for children. She ensures that she knows the children very well. Her attention to detail and understanding of children's histories, needs and wishes is truly impressive. The manager leads by example and passes on to staff her high levels of commitment to children in her care. The management of the home is highly effective.

There is a clear understanding of the ethos and model of care practice at the home. Staff understand the purpose and the benefits of the therapeutic model of care. This

cohesive approach is backed up by clinical psychology support. The manager breaks down any barriers for children. For example, she ensured that the clinical psychology approach for one child was shared and supported in the child's education placement, including inviting education staff into the home to attend reflective sessions.

In addition to the in-depth assessments provided for children, leaders have an exceptional understanding of the role of social care intervention with children and families. This underpins their working relationships with local authorities in planning for children's admissions and supporting children at a critical point in their care planning. Some children's care plans have led to a positive and supported move home to their families. Other children have been helped to move to supported accommodation. For these children, there remains a clear connection to the home and support from the manager and staff.

Leaders access support from the clinical team to bolster staff's skills. There is an understanding of the importance of staff resilience and the manager seeks to fully develop this in staff. Staff unanimously report excellent staff morale and feel well looked after by managers and each other.

Staff receive excellent training and development opportunities and the provider is striving to continually improve this. When additional training is felt necessary, this is provided. In addition, staff are quickly supported in their development journeys and are mentored through leadership development programmes. Those staff who have left the home have done so for their professional development and there is strong staff retention at the home.

Management monitoring systems are clear and effective. The manager accesses a range of management processes to ensure the quality of provision is sustained to the highest standards. Some practices are innovative and evolving. For example, the manager has introduced a mental health assessment tool for staff to complete and supervisors have attended mental health first-aid training. Some innovative practices are worthy of wider dissemination and are being shared with other services.

Staff feel very well supported. They are happy and feel highly motivated to provide excellent care for children. They have a detailed understanding of the children's needs and how to care for them effectively. This positive approach, together with excellent relationships, helps children to make significant progress in a short space of time. A staff member said, 'The manager's leadership skills are exemplary, and I couldn't be happier in my role.'

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: 2645688

Provision sub-type: Children's home

Registered provider: Kedleston (Wood Grove Childcare) Limited

Registered provider address: Unit 8, Brook Business Centre, Cowley Mill Road,
Cowley, Uxbridge UB8 2FX

Responsible individual: Gillian Miele

Registered manager: Tracey Power

Inspector

Bev Allison, Social Care Inspector

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