

2655345

Horizon Care and Education Group Limited

Monitoring visit

Information about this children's home

This home provides care for up to three children who may require support in respect of social and emotional difficulties. The home is owned and operated by a private organisation.

The registered manager has been in post since November 2022.

Inspection date: 30 March 2023

This monitoring visit

The purpose of this visit was to monitor the assessment of the application to remove conditions of voluntary cancellation. This was following the provider giving notice to close the home for a period of time.

The home is yet to receive a full inspection.

The home opened in January 2022. The home went through an unsettled period, largely due to staff shortages and the complexities of a child who had moved in. The staff team showed commitment to support the child in their day-to-day care; however, due to significant risk-taking behaviours, the child moved on from the placement in May 2022.

This led to a long period when no children were living at the home. The provider gave notice to vary the conditions of the home. This meant that no children would move into the home until further notice.

A new manager was appointed in November 2022 and was registered with Ofsted in March 2023. The new manager has had the opportunity to evaluate and review the effectiveness of care provided and establish new systems and processes. She has also been able to recruit new staff. The home now has sufficient staff to care for children.

The evidence gathered at this visit showed that the children will be at the heart of this home. The physical environment is welcoming in its decoration and furnishings. It is spacious and homely, with pleasant communal areas and bedrooms with soft furnishings in place, ready to be personalised. The gardens are also maintained to a high standard, with spaces for children to play and have fun.

All staff have received training in safeguarding. Safeguarding is also discussed in staff one-to-one meetings. These meetings will support the new team in its shared understanding of its roles and responsibilities and staff's own professional development. This will need to be embedded within the team.

Safeguarding matters are discussed in team meetings. Introducing this as a standard agenda item will provide opportunities for staff to discuss and develop and will ensure that the team has a shared understanding of its safeguarding roles and responsibilities. This remains work in progress.

The manager recognises the importance of making sure that there is a clear plan in place to follow in the event of any missing-from-home incidents or any potential challenging behaviour. This means that staff have guidance to manage any potential risks for children. This supports staff to reduce risks and improve children's safety and welfare. However, practice remains untested and a period of embedding good practice is required.

The recruitment of new staff is managed well and designed to safeguard children. Safe recruitment practices and protocols are followed robustly. This means that new staff are only employed subject to clear vetting processes. This reduces the risk of unsuitable adults working in the home.

The previous manager completed a review of the home following the child moving out. Staff completed debriefs and reflections of the child's time at the home. A key strength of the home was the way the previous manager supported each member of staff, particularly during the difficult time.

There is effective monitoring of the quality of care in the home. The home is being run in accordance with the home's statement of purpose. While improvements in how the home is run are evident, given the short timescale in which improvements have been made, a period of embedding good practice is required once children move in.

Supervision is taking place and is planned. Planned monthly team meetings are also taking place. These meetings provide staff with the opportunity to share concerns and develop practice. The manager is creating a supportive environment for staff.

Staff have already completed their mandatory training. They will also be receiving tailored training based on the needs of the children. The manager has already met with the therapeutic service to outline the home's vision and the plans for staff to provide positive, nurturing care.

The manager is passionate about improving the lives of children. A culture of high aspirations for children is being embedded in staff practice and learning. The manager is working closely with the organisation's clinical team, which will be providing consultation and advice on how to support children. Again, a period of embedding good practice is required once children move in.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
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Information about this inspection

The purpose of this visit was to monitor the assessment of the application to remove conditions of voluntary cancellation. The home is yet to receive a full inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 2655345

Provision sub-type: Children's home

Registered provider: Horizon Care and Education Group Limited

Registered provider address: Unit 12, Venture House, Prospect Business Park,
Longford Road, Cannock, Staffordshire, WS11 0LG

Responsible individual: Prudence Shaw

Registered manager: Shannon Carlyle

Inspector

Thirza Smith, social care inspector

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