

2672801

Registered provider: Madiba Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately operated and provides care for up to five children. These children may experience social and emotional difficulties. They may also have learning disabilities.

At the time of the inspection, five children were living in the home. Inspectors spent time speaking with all five children.

The manager registered with Ofsted in July 2025.

Inspection dates: 1 and 2 October 2025

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	requires improvement to be good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 9 October 2024

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/10/2024	Full	Outstanding
13/12/2023	Full	Outstanding
16/08/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children have trusted and nurturing relationships with staff who know them well. There are many positive and warm interactions between staff and children, as well as among the children themselves. The environment is filled with play, praise and fun. This reflects how well staff understand and support the children.

All children are making progress from their individual starting points. For example, one child's speech has improved, and they are now using more words. Another child has been supported to manage their own personal care and does so throughout the day. These achievements are helping to boost the children's confidence and overall well-being.

Thoughtful planning goes into preparing for children who move into the home. Each child's individual needs are carefully considered, and they are supported throughout the process. Staff make several visits to new children, building trusting relationships through play that reflects the children's interests. The children already living in the home are supported through social stories and a visual countdown aid to celebrate new arrivals. This approach helps all children prepare for the changes that come with a new child moving in.

All children are supported to attend school or college, with staff driving them to their education placements each day. This mirrors the routines of a family home. Children are making educational progress. School mornings, while busy, are well organised by staff to ensure each child is prepared for the day ahead. Children are also supported to develop their interests and hobbies outside of school. For example, one child plays the piano and is proud to demonstrate their skills.

While there is clear support in place to help children develop their independence and self-care skills, there is a lack of understanding around how to support children with their cultural identities and backgrounds. Care planning does not reflect and incorporate these aspects to ensure children are fully understood.

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

Children's achievements and positive behaviours are regularly recognised and celebrated. Children receive both verbal praise and written recognition, such as certificates that are displayed on children's bedroom walls. Additionally, rewards and incentives are provided to help children feel proud of their achievements. This consistent promotion of positive behaviour encourages such behaviours to be repeated.

Children are supported to understand how to keep themselves safe in ways that are appropriate to their age and understanding. They are taught about road safety, how to walk safely in the community and how to play positively with their peers using 'kind'

hands and learning to share. When children make mistakes, they are guided to understand what happened and how to learn from the experience and move forward.

Allegations made against staff are taken seriously. The manager conducts an investigation into all allegations. All staff and children involved are spoken to, and disciplinary action is taken against staff when necessary to ensure the safety of the children. This process helps to give children a voice and reassures them that their safety is a priority.

There have been two occasions when a child has gone missing from the home. The manager completed a review and ensured that appropriate action was taken. Staff responded quickly by searching for the child and contacting the police in line with their missing-from-home plans. Children are supported when they return and helped to feel cared for.

Children do not currently have their own advocate, and this option has not been explored with them. Given the complexity of their needs and the level of support required, having access to an independent advocate can benefit children. It provides them with someone outside of the home to share any worries or concerns they may have.

The effectiveness of leaders and managers: requires improvement to be good

The manager is new to the role and is still developing the necessary skills. His focus has primarily been on investigating concerns related to staff practice and ensuring children's safety. However, this has impacted the overall leadership and management of the home, with leaders and managers failing to identify some shortfalls.

The manager does not have effective monitoring tools. This has meant that documents are not well organised or cohesive. Children's important information is not consolidated, making it difficult to gain full oversight of what is happening in the home. The manager has completed a full investigation into poor staff practice and taken appropriate action to address this. However, the information is difficult to review due to the lack of organisation and consolidation of records.

There are shortfalls in staff supervision sessions, as they are not consistently completed in line with the home's policies and some sessions are missed. This does not send a consistent message to staff that they are valued. Additionally, missing these sessions hinders opportunities for staff's professional development.

While professionals are confident that children are happy and making progress, there is a mixed response regarding communication and the sharing of information from the home. The manager has not consistently escalated concerns to one child's local authority when essential documents have been missing. Improved joint-agency would ensure all professionals involved with the children are fully informed and working in line with the children's plans.

While new sofas and flooring have been purchased for the home, leaders and managers have not ensured that important repair work has been completed. Three windows in the lounge have remained broken for nearly two weeks and are boarded up. This has negatively impacted the children's well-being, with one child expressing feeling 'sad' about the damage in their home.

Staff speak positively about the training provided. The manager ensures that training is available and tailored to the children's individual needs. When children's needs require specific knowledge, the manager proactively researches relevant information and develops bespoke training packages. This ensures that staff are up to date with the most relevant knowledge to meet the child's needs.

What does the children's home need to do to improve?

Statutory requirements

This section sets out the actions that the registered person 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 must comply within the given timescales.

Requirement	Due date
In meeting the quality standards, the registered person must, and must ensure that staff— seek to involve each child's placing authority effectively in the child's care, in accordance with the child's relevant plans; seek to develop and maintain effective professional relationships with such persons, bodies or organisations as the registered person considers appropriate having regard to the range of needs of children for whom it is intended that the children's home is to provide care and accommodation. (Regulation 5 (a)(d)) In particular the registered person must ensure children's important care and education documents are obtained from each child's local authority, and update children's professionals with the relevant plans.	13 November 2025
The quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff— provide personalised care that meets each child's needs, as recorded in the child's relevant plans, taking account of the child's background;	13 November 2025

provide to children living in the home the physical necessities they need in order to live there comfortably. (Regulation 6 (1)(a)(b) (2)(b)(vi)(vii)) In particular, the registered person must ensure that repairs to the home are completed in a timely manner, and that children are supported to understand their culture and identity in line with their needs, age and development.	
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(h))	13 November 2025
The registered person must ensure that all employees— receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(b))	13 November 2025

Recommendation

The registered person should ensure that all children must have access to appropriate advocacy support. Where possible this should be provided by a person that the child chooses. Looked-after children are entitled to an independent advocate to advise them and ensure they have the support needed to express their views, wishes and feelings about their care and lives. ('Guide to the Children's Homes Regulations, including the quality standards', page 23, paragraph 4.16)

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: 2672801

Provision sub-type: Children's home

Registered provider: Madiba Limited

Registered provider address: One City West, Gelderd Road, Leeds LS12 6NJ

Responsible individual: Linda Jennings

Registered manager: Jake Froud

Inspectors

Jo Birtwhistle, Social Care Inspector (lead)

Gina Lightfoot, Social Care Inspector

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