

2672801

Registered provider: Madiba Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is run by a private provider and provides care for up to five children. These children may experience social and emotional difficulties. They may also have learning disabilities.

The manager registered with Ofsted in January 2023.

Inspection dates: 9 and 10 October 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: 13 December 2023

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

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

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The home is designed to provide a welcoming environment for the children. Children's bedrooms are personalised with their belongings, and they are all decorated to their choice. This helps the children to feel a sense of belonging. The garden area provides the children with space for outside fun and exploration. This creates an environment where children enjoy spending time, so they flourish. All four children were spoken with and observed during the inspection.

The staff spend quality time with the children, reading, singing, playing fun games, and talking with them. This helps children to develop their verbal communication and social skills, and because of this positive interaction, some children are now able to speak short sentences. This is a testament to both the children and staff. Children are becoming more resilient living at this home, and they continue to develop their self-esteem and confidence.

All the children living in the home are in full time education. When children struggle with their education, the manager advocates on their behalf during meetings to get the education they need and deserve. This has resulted in some of the children changing schools and this has resulted in a significant reduction in incidents at school for one child. One teacher said, 'Living at the home has been revolutionary for the child's life.'

Staff fully understand children's individual circumstances and often complex needs. Staff ensure that children make excellent progress in all areas of their lives. Staff do this through their nurturing, innovative, and consistent practice, and this is embedded throughout the staff team. Children now have a better quality of life because of the determination of the staff and the love that they show towards the children.

The manager cascades evidence-based research to the staff. This knowledge informs staff practice, and helps children to understand their own health journeys and puberty. Staff create visual aids with the children. This helps them to recognise changes to their bodies. As a result, children are becoming more independent in managing their own health and well-being.

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

Children's safety is a priority for staff, and they help to keep the children increasingly safe. Risk assessments are live documents and are reviewed by leaders and managers. They provide staff with clear strategies to follow to reduce the risk of harm to the children.

Staff have an exceptional understanding of the children's needs, including how past experiences have affected them. Research-based plans and risk assessments reflect

known individual risks to children. Restrictive practices and negative consequences are not used in the home.

Staff are attentive and can recognise when children are distressed. During these times staff spend quality time with children as a priority. This contributes to a low number of incidents. Children display loving and positive interactions with staff and seek them out for comfort.

The staff follow medication procedures when they administer and record the children's medication. On the rare occasions when medication errors occur, the staff quickly identify and address these. This reduces the impact on the children.

The effectiveness of leaders and managers: outstanding

The home's manager loves the children. They are at the heart of her practice and their needs come first. She has a clear vision for the home and strives for continued improvement. The manager has high expectations for the children's progress and development, and she works hard to ensure that their needs are met. The manager is proactive and advocates on behalf of the children to continually ensure their voices are heard.

The therapeutic model of care is well embedded in this home. New and existing staff understand the importance of playfulness, distraction and humour. They know how to implement this model of care to successfully support children to remain calm when they become upset.

The manager is passionate about the children in her care, and this is reflected in the staff team. Staff describe an 'amazing, supportive manager' who is always looking to make improvements in children's lives. Staff said that the manager and her deputies are always there for them, and they receive regular and reflective supervision sessions. All professionals spoken with said how the children are making significant and sustained progress, and that the manager does not give up on the children.

Children respond well to receiving consistent care, and the implementation of boundaries that helps them to feel safer. This is achieved through checking children's progress and well-being in an array of multi-disciplinary meetings. Outcomes from these meetings are disseminated to staff by leaders and managers during team meetings and daily handovers.

The training that staff receive is specific to each child living in the home. It helps instil the essential attitudes, behaviours, skills, and knowledge needed to deliver safe, and child-centred care.

The manager challenges others when standards fall short of her expectations. She is a strong, confident manager, who ensures that the needs of the children are always at the forefront of all practice in the home.

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: Emma Pyrah-Henry

Inspectors

Gemma McDonnell, Social Care Inspector

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