

2679801

Registered provider: Compass Children's Homes Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A private company owns this children's home. The home can provide care for up to five children with emotional and/or behavioural needs. One child was living at the home at the time of the inspection.

A manager is in post who is not yet registered with Ofsted. This is the home's first inspection.

Inspection dates: 11 and 12 October 2022

Overall experiences and progress of children and young people, taking into account **good**

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

The effectiveness of leaders and managers **outstanding**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: not applicable

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: not applicable

Recent inspection history

Not previously inspected

Inspection judgements

Overall experiences and progress of children and young people: good

Staff are working hard to build trusting and secure relationships with a child who is new to the home. Staff are listening to the child and investing time in him to promote these important relationships. This individualised care has helped the child develop a sense of belonging. He is making good progress in a relatively short space of time.

The child knows how to make a complaint. Complaints from children are taken seriously and responded to by leaders. This ensures children's voices are heard and services improve accordingly. As a result, children learn that they can and should have a say in their own lives. They feel valued and respected.

The child does not currently attend school. Staff are ambitious and want the child to do well in education. Effective liaison with education professionals has ensured the child has tutoring provision in the home. This supports educational activity throughout the day until a return to full-time education is achieved.

A specific model of therapeutic care to children is delivered in the home. A suitably trained and experienced programme psychologist works in the home with children and supports staff in their direct work with the child. This specialist help is available to the child for as long as it is required. A reduction in some of the child's particular behaviours shows that this therapeutic care is of benefit to the child.

The child who is new to the home was welcomed sensitively and with excellent planning. Staff were able to meet the child on several occasions before he moved to the home. The child was able to visit for an overnight stay. This careful planning helped to alleviate the child's anxieties about moving.

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

The child is kept safe and protected. His plans and risk assessments address his individual needs, including vulnerabilities such as self-injurious behaviour. The child's documents are updated regularly to reflect his complex and changing needs.

Staff know what actions to take to keep the child safe. Staff are well versed in safeguarding children. A comprehensive training package ensures staff are skilled and knowledgeable in meeting this child's needs. The child is safer because of living here.

When there are safeguarding concerns, there is a swift and effective response from managers and staff. Staff at all levels take their safeguarding responsibilities seriously. Staff and managers work well together to make sure that safeguarding responses are robust. Communication with external professionals is very good. This

ensures that the right professionals are involved to support the child at the earliest opportunity.

Staff manage the child's behaviour well. Consistent responses from staff are helping the child to learn what constitutes acceptable behaviour. There are times when the child has been physically held, but this is only ever as a last resort. The manager has good oversight of all incidents in the home, which makes sure the child is as safe as they can be.

The effectiveness of leaders and managers: outstanding

A registered manager left the home before it became operational. Leaders prioritised the recruitment of a suitable alternative quickly. An experienced responsible individual provided excellent leadership to the home in the interim period. This prevented any delay in opening the home and provided a comprehensive induction period for the new manager.

A team of confident and ambitious leaders manage the home effectively. The responsible individual, manager and deputy manager are proving themselves influential in changing the lives of those in their care. They have a proven track record of outstanding leadership. Leading by example, managers have quickly established a culture of high aspiration and positivity.

Leaders made child-centred decisions when the child currently at the home moved in. Careful consideration was given to the statement of purpose and how changes to this would meet the objectives of the child's care. Managers understand local authority care plans for the child and his goals for permanence. A local authority commissioner said: 'I would like to convey our appreciation for the level of consideration given to sustaining his placement, for developing options to keep him within the company and for the extensive planning that has been put into place to admit him into the home.'

Leaders and managers are developing exciting, innovative ways to ensure the highest level of care for children. A variety of management auditing tools are in place which regularly monitor the quality of care provided to children. Action is taken quickly when issues of concern arise and when staff do not meet managers' high expectations. As a result, managers drive improvements in the home.

The home is staffed to meet the specific needs of the child. Managers are a constant presence in the home, acting as excellent role models to a newly established team. Leaders recognise that evenings and weekends can be a vulnerable time for incidents of challenging behaviour, and in response to this the management team is covering these shifts themselves. A programme psychologist works full time in the home delivering a therapeutic care model. Staff speak highly of the management team, praising their constant support and inclusive nature. As a result, staff are enthusiastic about their work and a positive team ethos has developed.

Working relationships with partner agencies ensure the best possible care and experiences for the child. The inspector observed managers working closely with social workers and education and health professionals. Advocacy for the child is taken seriously, with leaders challenging authorities when they believe this to be in the child's best interests. This demonstrates leaders work proactively with others to have a positive impact on the child's progress.

Induction of new staff is an effective process. Training and development activities are focused on children's individual needs. Managers recognised staff would benefit from additional training relating to children who self-harm and children who are exploring their gender identity. This was commissioned quickly and ensured staff were up to date with current practice in specialist areas.

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: 2679801

Provision sub-type: Children's home

Registered provider: Compass Children's Homes Ltd

Registered provider address: Compass Community Ltd, 3 Rayns Way, Syston, Leicester LE7 1PF

Responsible individual: Reece Curtis

Registered manager: Post vacant

Inspector

Rachael Sprigg, Social Care Inspector

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