

2683780

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. It provides care for up to two children who may experience social and emotional difficulties.

At the time of the inspection, one child was living in the home and they were spoken with.

There are temporary management arrangements in place, but currently the home has no registered manager.

Inspection dates: 11 and 12 November 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	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 1 July 2024

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/07/2024	Full	Requires improvement to be good
21/11/2023	Full	Good
25/01/2023	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The child responds well to the nurturing care provided and has built positive and trusting relationships with staff. This has been achieved by staff being consistent in their approach to the care they provide to the child. There are clear routines and boundaries in place, and this has contributed to the substantial progress made by the child since they moved to the home. The child said, 'I like the staff. They make me laugh and they make me feel safe.'

Staff work with the child to improve school attendance. This helps the child to achieve academically and will increase their opportunities in the future. The child is now considering their academic future, what they can achieve and looking at career plans. This positive mentality has been fostered by the support and encouragement of staff.

The child's health needs are being met. All routine health appointments are up to date and there is clear multi-agency partnership working between the home and health professionals. The child has begun to attend therapy, and although the sessions are in their infancy a therapeutic bond has formed. Staff are anticipating that the child may struggle emotionally as sessions progress, so plans are in place to minimise the impact for the child.

Staff understand the importance of the child seeing their family. Staff work with the child and their family to ensure that their time together is a positive experience. The child's family speaks positively about the staff and feel that their child is well looked after. One family member said, 'The staff do everything well. They have a good bond with my child. There isn't much more they can do. I think they are brilliant.'

Staff regularly create and promote new experiences for the child. This includes activities in and out of the home, such as skate parks, day trips to the seaside, visits to the arcades and playing football. The activities are planned to meet the needs of the child. These new experiences create long-lasting memories for the child and give them new hobbies and ways of having fun.

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

The child's risks are regularly reviewed and well documented. Safety plans are in place that are effective in mitigating risks. Any relaxation of restrictions is done in a considered and paced way, taking account of the child's ability to manage increased freedoms. If concerns arise because of any changes, temporary measures are put in place to protect and educate the child before reintroducing plans. Staff are always trying new ways to promote the child's development.

When safeguarding incidents occur, staff respond quickly and appropriately to manage any risk for the child. Staff are consistent in their responses to incidents, both in the

home and in the community. Police are only contacted when necessary to ensure the child's safety. The consistent response from staff means the child feels safe and that staff care about them.

Staff regularly talk to the child about how they can keep themselves safer. These discussions provide an opportunity for the child to talk about their feelings and how they can better manage their individual risks. This helps the child to build an understanding of their emotions and build their resilience and become active decision-makers in their own future.

There have been allegations of harm made by children. On these occasions, managers respond quickly and effectively. The records are clear, and external liaison takes place reliably. The child is updated on the outcome of all allegations, and when there have been areas for learning these have been highlighted with the staff team to prevent recurrence. This protects both staff and children.

Recruitment checks and verification processes are completed before staff start employment. This provides the necessary assurance that staff are suitable to work with children. The recruitment procedures provide additional safeguards for the child.

The effectiveness of leaders and managers: good

The previous manager left their position in October 2025, and the deputy manager is currently the interim manager, overseeing the day-to-day management of the team. They are well supported by leaders and another home manager. This plan has not affected the care and progress of the child or staff's morale. The interim manager is passionate, enthusiastic and has a clear vision for the child to make continued progress. The interim manager is in the process of applying for registration.

The interim manager maintains good oversight of training and makes sure that all staff are up to date with mandatory courses such as safeguarding, first aid and physical intervention. Core training is further supplemented by a range of needs-led training opportunities. For example, staff have attended additional training to help them understand and support the child more effectively.

Professionals spoken with commented on the high quality of care the child receives. They emphasised the effective communication of the team and how this contributes to keeping the child safe. One professional said, 'I am really impressed with the team. They make it feel like a home and a family for the child, and they make the child feel safe.'

Leaders and manager ensure that the child is an active participant in decisions made about their care. The child is consulted regularly regarding their daily and weekly routines, as well as supported to attend all care planning meetings. When the child has struggled to participate, staff have found alternative means to guarantee the child's opinions are included. Staff challenge when necessary to try get the best outcome for

the child. This validates the child's views and supports them to be an active voice in their own care plans.

Supervision of staff is well structured. There are regular team meetings where staff have a good opportunity to reflect on their work with the child. This supports consistency in the care of the child. Appraisals take place annually to support staff development and learning. However, the child's views and feedback from professionals are not currently included in these appraisals.

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

Recommendation

- The registered person should include the views of the children and other professionals when completing appraisals with staff. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.5)

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: 2683780

Provision sub-type: Children's home

Registered provider: Madiba limited

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

Responsible individual:

Registered manager: Post vacant

Inspector

Deirdre Silkstone, Social Care Inspector

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