

2695482

Registered provider: Berry Gifford Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is privately owned. It provides care for up to two children who may have social and emotional needs. At the time of this inspection, there were no children living at the home.

There is a suitably experienced registered manager.

Inspection dates: 4 and 5 June 2024

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: 25 July 2023

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection:

A notice restricting the accommodation of children at the home was issued on the 2 November 2023. At the monitoring visit, it was found that the provider had complied with the restriction of accommodation notice and it was lifted by Ofsted.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
25/07/2023	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, one child moved into the home and has since returned to live in their local area. When children move into the home, they are welcomed in a planned and sensitive way. The manager and staff ensure they are well prepared and have effective plans ready for moving in. This means that children quickly receive the help and support they need. This supports children to settle into their new home quickly.

Children receive good support when they prepare to leave the home. The manager and staff ensure they have a positive move. Managers and staff demonstrate an unwavering commitment to children and go above and beyond to continue providing emotional support once children move, because they understand the gravity of such life-changing moves.

Children are cared for by staff who understand their needs, which supports children to build trusting relationships. Staff speak about children with enthusiasm and compassion. Children benefit from staff showing them emotional warmth and genuine affection. This supports a warm and nurturing home environment.

Children are encouraged and supported to access a range of activities in the local area. They are also supported to pursue their interests and hobbies, for example, they join the local gym and play football. As a result, children continue to develop confidence and self-esteem.

Children's contact with their families is encouraged and supported. Good arrangements are in place for children to spend time with people who matter to them, even those who live some distance from the home. One grandparent said, 'It was brilliant. I give the home 10 stars. She [the child] really cared about the staff.' This helps children to maintain the important relationships that matter to them.

When children are not able to attend mainstream education, staff ensure educational activities are built into each day. The staff recognise children's potential, and children are praised for their achievements. This helps to build children's self-belief and confidence.

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

All staff have completed mandatory training in key areas such as safeguarding and first aid. Safeguarding is an agenda item in team meetings and in each member's one-to-one meetings with their manager, however, it is not always discussed. This does not always provide staff with opportunities to reflect and develop their own practice and that of the team. The team would benefit from further opportunities to have these discussions.

For some children, going missing from home was a key risk factor before moving to this home. When children go missing, staff are quick to respond. They go above and beyond

to ensure the child returns home as soon as possible. Staff offer children care, reassurance and empathy following episodes of them going missing. This supports children's safety and welfare.

Children are safer because their risk assessments and plans provide clarity and direction for staff. When there is an incident of concern, the manager and staff reflect on the plans and risks and adjust plans if required. Plans are also subject to regular updating, so they accurately reflect children's risks and vulnerabilities. These plans provide staff with the direction they need to assist and protect children.

The manager and staff have a therapeutic approach to care. They have received child-specific training to understand that children's behaviour can be a way of communicating feelings and emotions. The staff have a patient and empathetic approach in providing care, while understanding potential triggers to children's behaviours. This approach is evident in children's one-on-one 'lets talk' sessions and in debriefs following incidents. Daily 'preparing for the best day' plans are completed by staff with children.

The effectiveness of leaders and managers: good

The manager is passionate for the children she cares for. She talks with enthusiasm, commitment and understanding. The manager is reflective and recognises the home's strengths and areas for development. She has worked hard to address previous gaps that had been identified. She has a clear vision for the home and remains focused on bringing about continued progress because she knows this will benefit children.

Staff enjoy their work. They see themselves as a 'work family'. Staff feel very well supported in their roles and day-to-day practice. The manager and deputy manager are visible and approachable. They work well together, and staff morale is positive. Because of this, the manager and team have ambitious, creative plans to improve the outcomes for children.

The manager ensures the team is prepared and informed to respond effectively to the needs of the children. Alongside regular team meetings, the team has development days based on children's specific needs and risks. The manager and staff also reflect on the positive outcomes for children as well as any future learning. As a result, the manager promotes a learning culture.

Effective management systems are in place. Children's records are of a good standard and give details of the nurturing care provided. Regular audits take place to ensure plans are dynamic and change with the child. This supports children to make progress and achieve their goals.

The manager has recruited a diverse team, which enriches the quality of care. Some members of the team are new. Structured induction processes ensure that new staff have a planned introduction to the home. This supports staff to provide good care to children.

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

Recommendation

- The registered person should ensure that the content and/or outcomes of supervision sessions and team meetings reflect discussion on safeguarding issues which allow staff to reflect on their practice and the needs and risks of children assigned to their care. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.4)

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: 2695482

Provision sub-type: Children's home

Registered provider: Berry Gifford Ltd

Registered provider address: Berry Gifford Ltd, Unit 2, Mercury Park, Amber Close, Tamworth B77 4RP

Responsible individual: Neil Turner

Registered manager: Harriett Slinn

Inspector

Thirza Smith, Social Care Inspector

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