

2695748

Registered provider: Beacon Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is operated by a private organisation. It provides care for one child who may have emotional and social difficulties. One child was living at the home at the time of the inspection.

The suitably qualified and experienced manager registered with Ofsted in December 2022.

Inspection dates: 16 and 17 April 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 April 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
25/04/2023	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children are warmly welcomed into the home, which helps them to settle. Children's moves into the home are coordinated and planned well. However, two children moved on more quickly than planned as staff were unable to meet their needs. The manager ensured that their relationships with the home remained positive. For example, one child was sent a farewell card to wish them well for their future.

The child currently at the home likes living there and is steadily making progress. Staff are working hard to build positive relationships, at the child's pace. This provides security and stability. A social worker said, 'Good routine and structure is supporting progress. The home could not be doing anything better and he is starting to ask to do more things with the staff.'

Support and guidance from a psychology service helps staff to continually develop their understanding of caring for children using a therapeutic approach. A staff member said, 'It really helps us to understand children's journeys and differing perspectives.'

Children develop necessary life skills such as budgeting, cooking and washing their clothes. This helps them to prepare for adulthood. Staff also educate children on the importance of healthy eating and having an active lifestyle. This supports children's physical and emotional health and well-being.

Children's achievements are celebrated. The staff recognise when children have done well, celebrating their success. This helps children to feel positive about themselves and gain confidence.

Consequences are used rarely but, when used, they are restorative and effective. For example, when a child damaged the garden gate, they chose to help to repair it and learned a new skill during the process.

Managers and staff understand the importance of education. Their support has helped the child to reframe their thoughts about school and overcome barriers to learning. As a result, the child is now taking part in online school lessons, which is a huge achievement.

Arrangements are in place to support the child to maintain positive relationships with their family. Staff work closely with children and their families to ensure that time spent together is safe and a memorable experience.

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

The child says they feel safe living at the home. Staff understand their responsibilities to protect children. Systems for reporting and recording safeguarding concerns are effective.

When risks in relation to children's safety increase, partnership working between the home and external professionals is strong. Risks children face are understood, and holistic care planning takes place. This ensures timely decisions are made in the best interests of children.

Staff are knowledgeable about children's risks and vulnerabilities. However, some risk assessments and plans lack necessary detail and contain inaccurate information. For example, a risk assessment did not inform staff of all the risks associated with the child's behaviour and the action that they need to take to keep them safe from harm. This was a requirement from the last inspection and is restated.

Staff use meetings with the children to good effect. The meetings are regular and focus on matters important to children. Staff provide children with opportunities to discuss online safety and other safeguarding topics. This informs children's understanding and helps keep them safe.

Allegations children make against staff are taken seriously. Prompt action is taken to investigate thoroughly. Outcomes of investigations are shared with children, which shows them they are valued and listened to.

Physical intervention is rarely used. The manager scrutinises incidents of physical intervention to ensure that its use is fair and proportionate. This oversight means that children are treated fairly and stay safe.

There have been a high number of occasions when children have gone missing from the home. When this happens, staff respond in a well-coordinated way. Staff work with children to reinforce that they have people in their lives who care about them and want to keep them safe. However, incidents of children going missing have now significantly decreased and children have not gone missing for seven months.

The effectiveness of leaders and managers: good

The manager is responsible for leading two children's homes. He is enthusiastic and aspirational for the children. He understands children's needs and is committed to ensuring that they are met. He is a positive role model to staff, as he is receptive to advice and learning to improve the care for children.

The manager has good oversight of the home and monitoring systems help him to identify and evaluate the home's strengths and areas for development. The manager understands what is going well and when improvements need to be made.

The manager has built positive relationships with others who are involved in the children's care. Other professionals and parents speak highly of the manager and staff, and about the progress children are making.

Staff feel valued and say the manager's leadership and guidance motivate them. This positive approach means morale is high and staff are committed to wanting the best outcomes for children.

Staff complete an induction when they start working at the home. Regular staff team meetings and monthly supervision meetings prompt discussion and reflective practice. This allows staff to develop their knowledge and skills.

Staff development plans have been strengthened and staff are assigned to lead on certain tasks, such as audits and meetings with children. Staff feel supported to develop professionally through these additional responsibilities. However, annual appraisals of staff performance need to be prioritised, as one staff member's appraisal is overdue.

There is a stable staff group caring for children. The manager ensures that there are sufficient staff to safely provide children's care. Recruitment practice is good. Staff are vetted before looking after children, which ensures that children receive care from safe adults.

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

Statutory requirements

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

Requirement	Due date
The protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child. (Regulation 12 (1) (2)(a)(i)) In particular, ensure that any risks posed from known behaviours are considered, with clear strategies to reduce and prevent harm. This requirement was made at the last inspection and is restated.	3 June 2024

Recommendation

- The registered person should ensure that all staff have their performance and fitness to carry out their role formally appraised at least once annually. This appraisal should take into account, where reasonable and practical, the views of other professionals who have worked with the staff member over the year and children in the home's care. As part of the performance management process, poor performance should be addressed by a timely plan to bring about improvement. ('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: 2695748

Provision sub-type: Children's home

Registered provider: Beacon Childcare Ltd

Registered provider address: Beacon Childcare Ltd, 28 Phoenix Business Park,
Avenue Close, Birmingham B7 4NU

Responsible individual: Mark O'Donnell

Registered manager: Paul Gouldingay

Inspector

Amy Richards, Social Care Inspector

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