

2701185

Registered provider: City of Doncaster Council

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and run by a local authority. It provides care and support to up to four children with social and emotional difficulties.

At the time of the inspection four children were living in the home.

The manager registered with Ofsted in August 2022.

Inspection dates: 18 and 19 November 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: 14 November 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/11/2023	Full	Good
17/01/2023	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

All four children were spoken to during the inspection.

Staff have warm and nurturing relationships with children. One child living in the home stated that they feel loved by staff. Another child said, 'It's pretty perfect here.' All children said they have trusted staff they talk to. Children could not identify anything they would change in the home. Children develop feelings of self-worth in the welcoming atmosphere that staff create.

Staff are particularly skilled at capturing the children's voices and involving them in their care planning. They have evolving discussions around risks and independence with children. Staff support children to build positive relationships, both in the home and with families and friends. Children understand why plans are made and can influence them. The manager ensures that an advocate comes into the home frequently to listen to children. Children's views, wishes and feelings are valued and influence staff practice.

Staff thoughtfully and sensitively plan for children's moves into the home or when moving on from the home. Lessons learned from previous moves influence planning to make the move as easy as possible for children. Staff recently supported a child to move on and involved their family in the moving process. This helped to prepare the child for their new home and reflect with family and staff on their journey and memories. Children stay in touch with staff, sharing their successes, and letters of thanks are displayed in the office. Children who have recently left continue to thrive in their new homes.

Staff work closely with education professionals and support children to have good attendance wherever possible. Children have had some amazing holidays and experiences throughout the year. Children can look at these in their home newsletter. Children are supported to have positive experiences in every area of life.

Staff have recently supported children to explore the culture, faith and language expressed in their care plans. They have provided children with resources, explained the meaning of religious terms, and supported children in an experiential way to explore a faith they wish to know more about. One child has started attending a local church regularly as part of this and feels accepted in the church community.

Staff understand how important family time is to children. They supported one child to build a family relationship over a long distance. Visits have been regular, and this has helped a child stay connected to their wider family. Staff advocate for the children's wishes around family time with other professionals. Staff communicate extremely well with family members, involving them in their children's lives whenever it is possible.

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

When risks to children are identified, managers and staff are forward thinking and take decisive action to increase the safety of children. They prepare for professional meetings and create safety plans that they share. Staff take time to help children understand the plans, and children know that staff will follow the plans To keep them safe

Staff monitor risks to children's health and well-being and use a score to identify changes. This score is reviewed monthly, and actions are taken according to the risk. An action for one child was increased involvement from a health professional who offered support and advice to the child and the staff. This helped staff to monitor the health risks and helped the child understand the risks too.

Staff rarely use physical interventions with children, but when they do, there is thorough management oversight and reflection with the child, the staff involved and the team. This is then translated into changes to the environment or practice and is shared with the team. One child who had numerous interventions per week before moving into the home now has very few. Children learn how to manage difficult emotions in better ways through the support given by the staff.

Children rarely go missing from home, but staff follow clear and regularly reviewed plans if they do. One child has had prolonged periods of unauthorised absence. The manager has raised concerns with all relevant professionals and continued to reiterate this to others. After not receiving a response, the manager has followed the local authority's systems to escalate their concerns. This escalation has led to a recent change in professionals' practice.

Where a potential risk was identified between two children in the home. Staff seized the opportunity to create an anti-bullying week to support children to write poems about being kind and read them to one another.

The effectiveness of leaders and managers: outstanding

The manager of this home is driven, child-focused and reflective in their practice. This and how the team shares these values is recognised by others. Staff admire the manager's positivity, high expectations and desire for the best for the children in their care. Professionals commented on their strong leadership and relentless advocacy.

The manager uses national learning to develop their practice and that of the team. Recently, they sourced training around closed cultures. Staff reflect on the training and can share their learning and how it has changed their practice. Staff are now confident to challenge other professionals if their practice falls short. Staff have also used research to develop the team's understanding of social theories. This develops staff skills and knowledge and promotes an open culture.

Staff receive excellent support from their manager. They receive reflective and supportive supervision regularly, and they have meetings about the children and group supervision at times when this is required. Staff members are confident to speak up, and when they have raised any worries, they have felt heard and had their worries addressed immediately. After a period of absence, one staff member had training adapted to meet their needs. This makes staff feel valued and helps retain staff skills and knowledge.

The manager has welcomed feedback from professionals to help them develop their own skills alongside the team. They use research and learning from other local inspections, serious case reviews, research and national learning. This is embedded in practice. Staff training is up to date, and staff are suitably qualified for their roles.

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: 2701185

Provision sub-type: Children's home

Registered Provider: Doncaster Council

Registered provider address: Civic Office, Waterdale, Doncaster DN1 3BU

Responsible individual: Post vacant

Registered manager: Kevin Cox

Inspector

Carol Jagger, Social Care Inspector

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