

2707638

Registered provider: Lincolnshire County Council

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a local authority. It is registered to provide care, as a short-break service, for children who have disabilities. The home currently provides a service for 54 children. The home has recently moved to a purpose-built provision and has re-registered with Ofsted. This is the home's first inspection.

The manager is registered with Ofsted and is suitably qualified and experienced. They were present throughout the inspection.

Inspection dates: 24 and 25 January 2023

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	good
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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: not previously inspected

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: outstanding

Children have positive experiences at the home. This is due to the skilful and considered planning of their short breaks and the impact of an inclusive and child-centred environment. The new home has been designed to create a safe and stimulating environment for children of all abilities. The manager has used their considerable knowledge and experience, alongside the views of agencies such as occupational therapist services, to ensure the home will benefit and enhance children's lives.

A lot of consideration has been given to adapting the home to promote inclusion, social interaction and the development of independence skills. For example, the sensory room has adapted bean bags and sufficient space for children to engage in activities together, such as pamper and film nights. This has promoted friendship groups and the development of social skills. Children are helped to develop their independence, and adaptations have been made that include motion sensor taps and high/low tables and sinks.

Children have good relationships with staff members and are provided with safe and nurturing care. Staff speak fondly about the children and have a desire to do everything they can to make their stays enjoyable. Staff are skilled in adapting their practice and communication to meet children's needs. They are responsive and sensitive to any changes in the levels of support required to help children. Staff went above and beyond in providing outreach work to children when the home was closed for a short period. This gave invaluable support to families and gave children additional opportunities to engage in positive activities with staff well known to them.

Children engage in a range of activities in and outside of the home. Activities are planned around their needs and adapted to be inclusive for all children. They have had opportunities to spend time in the local community and have been to a local pantomime and pumpkin picking. Children are given choices wherever possible, and staff listen to children's and parents' views and opinions. This has led to additional resources being purchased or specific activities being arranged to accommodate requests.

Children's health needs are well met during their stays, and staff have received additional training and guidance from health professionals. As a result, staff are trained and knowledgeable in managing children's complex needs. Parents are reassured that children are well cared for. One parent said they trust staff to look after their child.

The transition from the old home to the new home was very well managed and a lot of thought went in to how best to support children, families and professionals with

this. Open days were held for them all, which gave opportunities for the premises and facilities to be viewed, and for staff to be available to answer questions and provide guided tours. Feedback from people who attended these events was positive, with comments like 'amazing,' 'lovely,' 'homely' and 'diverse.' One child said, 'Here feels like home.' Due to the considered planning, there was minimal disruption to children and their families, and children have settled well into the new home. Children are thoroughly enjoying this new environment.

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

Risk assessments and behaviour support plans are individual to children and are regularly reviewed by managers. Opinions and guidance from parents and external professionals inform these plans. This means staff have clear guidance on how best to support and help children during their stays.

When incidents have occurred, these have been well managed. Staff have adapted their communication and responses to meet children's needs. They use de-escalation and distraction techniques to prevent incidents from escalating. The use of physical intervention to manage behaviour is rare. When this has happened, it has been appropriate for safely managing behaviour. The manager has had good oversight, and debriefs have been undertaken with staff to reflect on their practice.

Any new behaviour observed is shared with parents and professionals to try and identify what this means for the child and additional support that may be needed. Staff attend and contribute to care planning and risk management meetings. This provides a cohesive approach, and children benefit from this consistency.

Complaints have been well managed, and the manager has identified learning that has helped improve staff practice. The manager encourages openness and transparency, which ensures any concerns raised are managed appropriately.

Children are protected from harm and are provided with a safe environment. A variety of systems and processes designed to protect children are in place and ensure management oversight. Any concerns are shared with relevant professionals and parents. Safe recruitment practices mean that staff working with children have been thoroughly checked for suitability before they work with children.

Children are given opportunities to take appropriate risks in a safe environment, such as engaging in cooking and play. This supports children's independence and the development of their social skills. All children have individual evacuation plans to use in the event of fire.

The effectiveness of leaders and managers: outstanding

The manager is inspirational, passionate and is a role model of child-centred practice for the team. She provides strong and nurturing leadership and has a clear vision of what she wants to provide for the children. The manager has high expectations of the team and aspires to provide children with wholly positive care. The ethos and

culture of the previous home are replicated in the new home, which means children remain at the centre of all decision-making.

The manager has good oversight of the home and is well supported by a knowledgeable and dedicated management team. The manager is well respected by the team, external professionals and parents. Feedback received from parents and professionals was positive and highlighted the excellent care that children receive when away from their families.

The manager knows the strengths and weaknesses of the home and has a development plan in place to further drive improvements. Staff are consulted and given responsibility for specific tasks to support the plan. This means that staff are sharing this vision and are contributing to ongoing progress and development for the home and themselves.

Staff have regular supervision and appraisal meetings with the manager and are given targets to support their development. Staff are encouraged to reflect on their practice and identify where there may be learning opportunities. Staff have access to a wide range of training, including specific training from health professionals. This means staff are suitably trained to manage the complex needs of the children.

The manager works well within local multi-disciplinary teams and is well respected in her role. She ensures that the short-breaks service is an integral part of care planning and providing support and positive experiences for children and families.

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: 2707638

Provision sub-type: Children's home

Registered provider: Lincolnshire County Council

Registered provider address: Lincolnshire County Council, County Offices,
Newland, Lincoln LN1 1YL

Responsible individual: Tara Jones

Registered manager: Margaret Nowland

Inspector

Sarah Orriss, Social Care Inspector

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