

2711308

Registered provider: Compass Children's Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home was registered in August 2023. This is the first inspection of this home. The home is run by a private organisation. It provides care for two children who may have social and emotional difficulties.

The registered manager has been in post since the home was registered.

At the time of the inspection, two children were living in the home.

Inspection dates: 5 and 6 March 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: not previously inspected

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: not applicable

Inspection judgements

Overall experiences and progress of children and young people: good

Children say that they feel safe and cared for in this home. One child said they have organised several activities at the home. They proudly hosted a barbecue and sold their baked goods for charity at other homes in the organisation. These experiences enhanced their motivation and connection to the home.

The staff encourage and support the children to engage in education and access therapy. One child attends school in person. The other child completes individualised education at the home. This child's engagement in their learning and schoolwork has improved with the staff's support. The therapeutic input provided is helping reduce their anxiety about going to school.

The staff ensure that the children have a good selection of activities on offer each day. They attend groups and activities of their choice. One child attends a local youth club and is part of a football team. The other child enjoys baking, going to parks and trampolining.

The staff provide the children with many opportunities to express their views and wishes. These are captured in discussions and weekly meetings. Children discuss meal planning, activity preferences and expectations they have of staff. Staff take their views on board and consequently both children are confident in expressing themselves. This helps the children feel valued and respected by the staff.

Staff support the children to develop their independence skills. The children have a daily routine that is predictable and familiar. Staff have regular discussions with them and work with them on their individual goals. One child can now use public transport and makes their own way back from school every day. Both children are encouraged to further develop their skills in cooking and to do household tasks. These skills are important for them to go on to living successfully on their own.

The children are supported to keep in touch with their families and those close to them. They have regular phone calls with family. Staff take children to see their families and supervise their time together. This enables the children to maintain relationships and helps sustain a sense of who they are.

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

Staff's understanding of children's individual vulnerabilities is good. The manager ensures that children's individual risk assessments are regularly reviewed and updated to inform staff practice. The staff are quick to request important documents when they are not received promptly from placing authorities. This proactive approach means information is obtained quickly.

The children do not go missing from home. This is significant progress for one child who used to go missing regularly from their previous home. Consequently, this child is now safer. The staff understand the vulnerability of both children to exploitation. This risk and how to reduce it is detailed in the children's risk assessments. Staff have open conversations with the children to help them better understand risk and the practical steps they can take to keep themselves safer.

The home has good safeguarding practices in place and managers and staff know what to do if they have any concerns. When children make allegations, they are listened to and their concerns are taken seriously. The manager shares any such concerns with partner safeguarding professionals and ensures they are appropriately investigated.

Staff use de-escalation and distraction strategies to manage difficult situations when children's behaviour becomes heightened. Consequently, there has been no use of physical intervention since the last inspection. The strategies staff use are effective. The children feel safe with the clear boundaries and expectations the staff put in place. The manager has built connections with relevant community safety professionals such as the police and fire services. They have visited the home to talk to the children about keeping safe.

The effectiveness of leaders and managers: good

The registered manager knows the strengths and weaknesses of the home. She has a clear action plan in place which identifies areas for development to improve the quality of care and staff performance. For example, staff and the behaviour support trainer explored how physical interventions can best be safely carried out in areas of the home where this can be difficult.

The first child moved into the home in August 2023 and a second child in October 2023. The staff team is new and staff are embedding what they learn in practice. Good progress is being made, with support from experienced managers and a senior residential support worker. The manager ensures that staff have opportunities to develop their therapeutic practice through appropriate training.

The manager and staff work well with external professionals. Feedback from external professionals is positive regarding communication and partnership working with them and the children's families.

The staff model good practice. This ensures that there is a shared ethos. The staff provide the children with good care, in line with the home's statement of purpose. The staff speak positively about the support provided by the manager. One member of staff said, 'Since I've been here in the house, I have felt supported and welcomed into the team. I've been encouraged to take on new challenges each day to better my practice. Each day I grow a little more in confidence.'

The manager ensures safe staff recruitment practices are followed. Thorough suitability checks are undertaken before staff work directly with children. Any anomalies arising from checks are explored and considered before employment is confirmed.

The manager has high expectations for the children and what they can achieve. She ensures staff understand these expectations and provide high-quality care. The manager's monitoring and oversight of the home are effective. However, recurrent failures with electronic recording systems mean that important records, such as team meeting minutes and supervision records, have been lost.

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

Recommendation

- The registered person should ensure that they have a contingency plan in place to prevent loss or damage to significant records held on IT systems. ('Guide to the Children's Home Regulations, including the quality standards', page 61, paragraph 14.2)

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: 2711308

Provision sub-type: Children's home

Registered provider: Compass Children's Homes Limited

Registered provider address: 3 Rayns Way, Syston, Leicester LE7 1PF

Responsible individual: Sonata Brisley

Registered manager: Shanelle Maxwell-Amayigha

Inspector

Karen Flanagan de Martinez, Social Care Inspector

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