

2730253

Registered provider: Madiba Yorkshire Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A private provider owns and operates this home. It provides care for up to 3 children who may experience emotional and social difficulties and who may have learning disabilities.

The manager has been in post since December 2025 and registered with Ofsted in April 2026.

One child was living in the home at the time of this inspection. The inspector spoke to the child.

Inspection dates: 12 and 13 May 2026

Overall experiences and progress of children and young people, taking into account **good**

How well children and young people are helped and protected requires improvement to be good

The effectiveness of leaders and managers requires improvement to be good

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 29 April 2025

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/04/2025	Full	Requires improvement to be good
16/04/2024	Full	Requires improvement to be good
13/12/2023	Full	Requires improvement to be good

Summary of findings

Leadership and management of the home have been inconsistent for much of the inspection period. This has led to shortfalls in the oversight of the home, including ensuring that staff have the right skills and qualifications to care effectively for children. There is now a permanent manager in place. He has started to make improvements, particularly in making the culture in the home more positive.

Children have had varied experiences in the home. Two children have lived at the home since the last full inspection. One child left the home after the placing local authority served immediate notice. This was contributed to by a breakdown in the relationship between the provider and the placing local authority. One child has made progress while living in the home.

Inspection judgements

Overall experiences and progress of children and young people: good

The child living in the home has made positive progress across all aspects of their life. They are happy and feel safe living in the home. Trusting and positive relationships between staff and the child were observed.

The child's health has improved over time. Their physical health has improved alongside their self-esteem. Staff have gained a better understanding of how to promote a healthy lifestyle for the child, rather than a restrictive attitude. The child's daily routine promotes positive self-care in relation to their personal hygiene, appearance and emotional wellbeing. This has been achieved through numerous, repeated conversations between staff and the child. As a result, the child has a much better understanding of how to care for their health.

Leaders ensured that the child received a specialist assessment in relation to their cognitive ability. This means that there is a clear understanding of the child's strengths, vulnerabilities and where staff should focus their support. It also supports the local authority to ensure that the correct support can be put in place for the child's next steps in relation to independence.

The child attends regular, formal education. The manager has developed a strong, positive working relationship with the child's college to maintain the child's safety and attendance. This is further complemented by the child attending work experience at a local animal sanctuary. This is facilitated and supported by staff.

One child moved out because the local authority served immediate notice while the child was in hospital. Multiple factors contributed to the child's needs no longer being met in the home. This includes a breakdown of the relationship between the provider and the placing local authority. However, it does also include staff becoming fatigued because of

the increase in the complexity of challenges during incidents. Staff said that they did not feel supported during this time.

How well children and young people are helped and protected: requires improvement to be good

There have been two incidents where staff have not adhered to the home's procedure around managing sharp instruments. In both incidents, sharp items went missing, the correct people were not informed and no action was taken. In one incident, multiple staff were aware that a knife was missing, but none of them acted appropriately to safeguard everyone. An investigation has taken place and appropriate action has been taken to reduce the risk of this happening again.

Two children have experienced periods of extreme distress, which have led to lengthy incidents. Across the inspection period, there have been fluctuations around staff's ability to manage incidents. This has varied and has been due to staff fatigue, the unpredictable nature of children and children responding differently to situations.

Staff have a good understanding of the child and their needs and vulnerabilities. Staff are learning to respond to children's needs in a much more proactive way, although this is yet to be embedded. After incidents, which are often lengthy and challenging for all involved, there has been an increasing focus on repairing relationships. This can be seen in children's records. However, there have been incidents where staff have not appropriately supervised children, who have been able to leave the home without staff knowing.

At times when staff have been unable to keep children calm, incidents have escalated to the point where staff have physically restrained children. Holds have been proportionate to the risks present. Conversations with adults and children have taken place afterwards. These have been increasingly reflective and supported the manager to make appropriate changes to children's plans.

The system used to capture allegations is ineffective. Information provided by managers failed to identify all allegations that have been made. Managers were unable to provide information relating to the outcomes of allegations or investigations in a timely way. Although these had been completed, the documentation was difficult and confusing to find. This makes it difficult to analyse information and for managers to notice patterns of behaviour.

The effectiveness of leaders and managers: requires improvement to be good

There have been multiple leaders in the home during the inspection period. This has included a period without a registered manager. The lack of a permanent leader and inconsistency in leadership style have resulted in times when the home has not been effectively managed. This has had an impact on the support that staff receive and has resulted in the care of children being inconsistent.

There is now a suitably experienced and qualified manager in post. He was appointed in December 2025 and was registered in April 2026. Since he has been in the home, oversight and leadership have improved. One child's social worker commented that she has been able to notice an improvement in the care and the child's progress since the manager has been in post. She noted the working relationships between the manager and education and social care professionals have also improved.

Supervision has not taken place regularly throughout the inspection period. It has become more regular, but staff do not receive supervision in line with the organisation's policy. The quality of supervision is variable, with some supervisors not providing in-depth or reflective supervision. The manager is aware, and supervisors are booked onto or have re-attended supervision training. Concerns with staff practice are being addressed and recorded through supervision sessions.

Several members of staff have not achieved the relevant qualification within the regulatory timescale. This includes staff who have not achieved this despite having been employed by the company for almost 4 years. There is no evidence that this has been discussed in supervision with those who are behind schedule. Most staff do not have any justification for the delay in completion, and staff do not have action plans or a clear understanding of expectations around this.

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 leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff have the experience, qualifications and skills to meet the needs of each child; and use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(c)(h))	7 September 2026
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; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm;	7 September 2026

understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare; are familiar with, and act in accordance with, the home's child protection policies; and that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(v)(vi)(vii)(b))	
The registered person may only— employ an individual to work at the children's home if the individual satisfies the requirements in paragraph (3). The requirements are that— the individual has the appropriate experience, qualification and skills for the work that the individual is to perform. For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained— the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma"); or a qualification which the registered person considers to be equivalent to the Level 3 Diploma. The relevant date is— in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home. (Regulation 32 (2)(a) (3)(b) (4)(a)(b) (5)(a))	7 September 2026

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: 2730253

Provision sub-type: Children's home

Registered provider: Madiba Yorkshire Limited

Registered provider address: One City West, Gelderd Road, Leeds LS12 6NJ

Responsible individual: Amber Walker-O'Brien

Registered manager: Dean Fuller

Inspector

Joanna Beal, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

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