

2741488

Registered provider: Flourish (Gloucestershire) Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private provider. It is registered to care for up to 3 children who have learning difficulties and may have autism and/or social and emotional difficulties.

At the time of the inspection, 3 children were living in the home. All were present during the inspection and one was spoken to by the inspector.

The manager has been registered since the home was first registered in September 2023.

Inspection dates: 3 and 4 February 2026

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: 26 February 2025

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/02/2025	Full	Good
03/01/2024	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Staff working at this home provide care that is nurturing and therapeutic. This care has enabled children to form trusting and positive relationships with them. One child said that they like living in the home and feel safe. Staff support children to have meaningful time with people who are important to them. Children's families regularly visit the home, helping children to strengthen important relationships.

Children live in a warm, homely and welcoming environment. The home is thoughtfully designed, with distinct areas that support children's interests and sensory needs. For example, children have access to a well-equipped sensory room and a dedicated playroom, each tailored to their individual preferences and developmental needs.

Children are making steady and sustained progress from their starting points. This is because staff demonstrate a strong understanding of each child's individual needs. Consequently, children receive consistent daily support to work towards the targets identified in their care plans, including those relating to self-care. Staff use creative and well-considered strategies to help children develop these skills, which promotes increasing independence and confidence over time.

Children's health needs are supported and well understood and monitored. Staff work with children to help them prepare for new appointments, using social stories. Staff and managers act on any health concerns and seek medical advice when required. Children attend routine health appointments and are in good health.

Communication aids are used effectively to support children who have limited verbal communication. These well-established systems have enabled one child in particular to make notable progress in developing their verbal communication skills. Staff use creative and individualised approaches to help children understand and use communication; for example, they read personalised books to children at bedtime. This practice strengthens children's language development and understanding. Furthermore, children are enabled to express their choices throughout the day, such as selecting their clothing, meals and preferred activities. This promotes their independence and ensures that their views are consistently heard and acted on.

Children attend education regularly and are making progress in their learning. However, one child has remained on a reduced timetable for an extended period. Despite staff efforts to support the child, their educational needs are not fully met, and they are not supported to reach their potential. The manager has not escalated concerns appropriately when external responses have been ineffective, including seeking advocacy to support the child's education and care planning.

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

There is a strong safeguarding culture in the home. Staff have a clear understanding of the risks that children may face and are guided by detailed and well-structured individual plans. They use well-established therapeutic strategies, which helps children feel safe and supported. This consistent approach has led to no physical interventions being used since the last inspection.

When children make comments that cause concern, staff respond promptly and transparently. They explore these comments immediately, ensure children are safe and inform relevant professionals. However, at times, there has been a delay in concerns being reported. The manager identified this issue promptly and has taken effective action to strengthen practice. When children have limited communication, staff and managers work effectively with external professionals to ensure children's comments are taken seriously and explored in line with safeguarding practices.

Managers have taken action since the last inspection to strengthen practice around the administration and storage of medication. Staff follow established procedures for administering, recording and storing medication, which reduces the risk of error and promotes consistent practice. Medication is stored securely, and routine checks ensure that records remain accurate and up to date. Staff demonstrate an appropriate level of knowledge and competence, supported by relevant training. This enables them to administer medication safely and in line with individual health plans.

Safer recruitment procedures are robust and consistently applied. These checks ensure that only suitably vetted adults are employed to work with children, strengthening the overall safeguarding culture in the home.

The effectiveness of leaders and managers: good

The home is managed by a suitably experienced and qualified manager. He has a strong understanding of children's needs and is a strong advocate for children. He leads by example and is an effective role model for his team.

The manager demonstrates reflective practice, to strengthen safeguarding processes and the quality of care for children, while also improving staff confidence in managing situations. Overall, his approach shows a commitment to continuous improvement, accountability and multi-agency working, to protect children and support their development.

Professionals say communication is effective and children are well cared for. Children are supported by a stable and committed staff team. They are passionate about their work and say they enjoy working in the home.

Staff receive training that is closely aligned to the specific needs of the children. This ensures that they have the knowledge and skills required to provide effective

individualised care. As a result, staff are confident in their roles and able to support children's progress and wellbeing.

Monitoring systems are in place that provide leaders and managers with a thorough overview of children's care and development. The manager strives for high standards and has a clear development plan for the home and staff team to address areas requiring further strengthening. His determination to improve practice has resulted in the requirement from the previous inspection being met.

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

Recommendation

- The registered person should ensure that when the placing authority or another relevant person does not provide the input and services needed to meet a child's needs during their time in the home, children have access to an advocate to ensure their voice is heard in their care planning. The registered person should ensure they escalate issues when responses from external professionals are ineffective. ('Guide to the Children's Homes Regulations, including the quality standards', page 12, paragraph 2.8)

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: 2741488

Provision sub-type: Children's home

Registered provider: Flourish (Gloucestershire) Limited

Registered provider address: 20 Westend Office Suites, Westend, Stonehouse,
Gloucester GL10 3FA

Responsible individual: Samantha Summers

Registered manager: Cameron Babb

Inspector

Joanne Humphreys, Social Care Inspector

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