

2751535

Registered provider: Caritas Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home was registered with Ofsted on 26 October 2023. The home provides care for up to two children who experience social and/or emotional difficulties. This was the first inspection of the home.

The manager has been registered with Ofsted since the home opened.

There were two children living in the home at the time of the inspection.

Inspection dates: 13 and 14 August 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 receive good-quality care and support from the warm and committed staff. The staff work in a child-centred way. They provide individualised care specific to the children's differing needs. The children make good progress because of the help and support of the staff.

There are sound relationships between all involved with the care of the children. External professionals and families report positive working relationships built on respect and wanting the best for the children. Children and staff build positive relationships. The children miss the staff when they leave. One relative was very complimentary of the care that staff provide their family member.

Staff show strong commitment to the education of the children. They work with a range of professionals to ensure that the children receive the education that they deserve. When the children moved in, they had been out of education for a long time. The manager and staff have supported them to access education that meets their needs. The support the staff have given the children has helped them make good progress, consequently they are on a much more positive trajectory. One child achieved excellent exam results and has a college place. Another child has a new school place, with plans in place to support their regular attendance.

Staff listen to children. Regular one-to-one discussions with staff provide opportunities for children to express their opinions. These discussions cover a variety of topics and children open up to staff. The children make suggestions for change and the manager and staff respond to the children's suggestions. They ensure children's views have a positive impact on the development of the home. As a result, children know that staff value them and their views.

Staff know the children well and understand their individual needs. Staff support the children to explore their individual interests and provide opportunities that help them to develop. They enjoy activities such as army cadets, going to the gym, fishing and swimming. The children now have aspirations for their futures. One child hopes to have a career in public services while the other child aspires to be a lifeguard.

Children experience positive moves into the home. Staff manage these well. Good-quality preparation by staff helped to make one child's move into the home a positive one. They involved the child at every stage. The manager and staff also involved the child who was already living in the home and kept them informed. Staff are supporting one child with their preparations for independence. As a result, this child now feels ready to move on.

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

Staff have a good understanding of how to safeguard children. They understand the risks that some children are vulnerable to. They are guided in managing risk by good-quality, clear risk assessments. Staff involve the children in the regular review of these risk assessments. Staff work with the children through one-to-one discussions, to raise their awareness of risk and how to keep themselves safe. The safety of the children is at the centre of the care that staff provide, and as a result children feel safe. One family member said they felt that this has been the safest the child has been for a long time.

Children do not go missing often. However, when they do, staff follow the individual missing-from-home protocols and work with a range of professionals to ensure the child's safe return.

Staff ensure family time is a safe space. They supervise this when appropriate, in accordance with the child's specified contact plan. On occasion, staff have worked with a parent on the use of age-appropriate language and how they can more positively interact with their child.

Staff understand the children's need to have boundaries and structure. They understand when children are pushing boundaries and respond consistently. The suitably trained staff use physical intervention as a last resort to manage unsafe behaviours. Staff value the de-escalation training, which helps them manage difficult situations.

Safeguarding arrangements are good. Staff know what to do when a child makes an allegation about another member of staff. Records of any incidents and allegations are clear and well written. The manager and staff work closely together with a range of agencies to safeguard children. The manager ensures significant incidents are clearly and appropriately notified to Ofsted and other relevant professionals.

The effectiveness of leaders and managers: good

The manager is ambitious for the children. He is enthusiastic about the development of staff and children. He is effective in challenging services and confident in escalating concerns to senior personnel when their response is not child-centred. He is tenacious, managing to get one child back into education in spite of many challenges. His passion for achieving the best outcomes for children means that he role models his high expectations for the staff to deliver the best possible care to children.

Staff receive regular, good-quality reflective supervision and appraisals of their practice. Staff value this time, which they feel helps their development. New staff in their probation period receive more frequent supervisions. The manager ensures that staff induction is of a good standard. The good-quality staff training is relevant and designed to help staff meets the needs of the children that they care for.

The manager has a good understanding of the home's strengths and areas for development. He takes decisive action to address poor staff performance. He carefully

ensures appropriate staff deployment. For example, he ensures that only staff who know a particular child well undertake direct work with them. This helps to provide consistency, which is particularly important, and promotes the best possible outcomes for this child.

The managers and staff value the views, wishes and feelings of the children. They encourage children to invest in their environment. Their ideas have been acted on. This has ensured that the house is warm, homely and welcoming.

Leaders and managers actively promote equality, diversity and inclusion. Staff challenge the use of inappropriate language and encourage discussions about difference.

No requirements or recommendations have been made following this inspection.

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: 2751535

Provision sub-type: Children's home

Registered provider: Caritas Homes Limited

Registered provider address: Caritas Homes Ltd, 1a Denne Hill Business Centre,
Womenswold, Canterbury CT4 6HD

Responsible individual: Catherine Eeles

Registered manager: Gary Adams

Inspector

Vevene Muhammad, Social Care Inspector

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