

2765733

Registered provider: Envision Care Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home registered with Ofsted on 15 May 2024 and is operated by a small private company. It provides care for up to three children who experience social and emotional difficulties.

At the time of the inspection, one child was living at the home.

The manager left in January 2025.

Inspection dates: 18 and 19 November 2025

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	requires improvement to be good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 29 October 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/10/2024	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

One child was living in the home at the time of the inspection. The child has been at the home for over a year. The child is making good progress and spoke positively about their experiences. They said that staff listen to them and that rules are fair. Warm, nurturing relationships between staff and the child were observed.

Feedback from a family member was highly positive. They felt staff prioritise the child's needs and described the child as the happiest they have seen them.

Staff support education. The child moved from home tutoring to a 'return to learn' course and now attends a full-time specialist provision. This successful return to education after a lengthy gap reflects the commitment and persistence of staff and managers.

The child's health needs are met effectively. Staff ensure that the child attends all physical health appointments and follows a healthy lifestyle. Specialist health needs are addressed. Children's emotional well-being is supported through a commissioned psychologist, who works directly with the child and supports staff practice.

Children enjoy positive day-to-day experiences. Staff encourage participation in activities, both in the home and in the community. The child enjoys go-karting and video games. Family visits are flexible. Family members visit the home, or staff travel with the child to visit family members. Staff encourage the learning of life skills to prepare the child for independence.

The child's views are actively sought and valued. Regular 'home chat' meetings allow the child to contribute to decisions about menus, activities and personal goals. The child's wishes and feelings are recorded in care plans and daily logs. One complaint was recorded, which was taken seriously and responded to promptly by the responsible individual.

The home is welcoming, clean and well decorated. Children can personalise their bedrooms. The property includes an external space for counselling or education sessions. Pets are permitted, and the child has a gecko and a fish tank, adding to the homely atmosphere.

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

Children are safeguarded effectively. Care plans and risk assessments are detailed, regularly updated and reflect the child's history, needs and risks. Staff understand the child's vulnerabilities and respond appropriately.

Staff understand the child's triggers and use strategies to help the child make good choices. The recently appointed manager has introduced clear targets to support the child's progress. Positive behaviour is promoted through meaningful conversations, proportionate consequences and well-planned incentives. This approach has contributed to children's positive progress.

Physical interventions are rare and used only as a last resort. Since the last inspection, one intervention has occurred. Records show improved oversight and review processes under the new manager. Incidents have reduced, and serious incidents are now infrequent. Debriefs take place after any significant events, evidencing good practice.

There have been no missing-from-home incidents since the last inspection. Staff understand the missing-from-care policy and can explain how they would respond if needed. Other risks, such as self-harm and online safety, are managed through support plans that are regularly reviewed. Staff and managers clearly express how they would respond should these risks be present for a child.

Health and safety standards are generally adequate. However, some fire extinguishers were not in position, and the fire risk assessment had not been reviewed. The fire risk assessment failed to include the boiler cupboard, which opens into a bedroom. The locality assessment is detailed and evaluates environmental risks appropriately.

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

The home has been operating for a significant period without a registered manager. A new manager has recently been appointed and intends to register with Ofsted. The manager demonstrates competence and commitment to the home. The new manager has been in post for four weeks at the time of inspection.

The previous manager left in January 2024, and, despite active recruitment efforts, the home operated without a manager or deputy manager for a significant period. This led to gaps in staff practice and management oversight. The new manager has started to address the shortfalls. She has updated the statement of purpose and improved behaviour management plans, records and staff supervision arrangements. Despite these recent improvements, leaders have failed to provide consistent staffing and management oversight for the period without a registered manager.

Several recommendations have not been addressed. The quality-of-care review was not submitted, and a report not provided to Ofsted and each child's placing local authority, within the required six months.

Staff are positive about their roles, the child and their colleagues. They are cohesive, reflective and open to change. Input from the psychologist in team meetings has strengthened staff practice. Staff now feel they are well supported by managers. Feedback from professionals highlighted positive changes for the child since moving into the home.

Safer recruitment practices are followed. Staff know the whistle-blowing procedures. One safeguarding concern raised by staff was handled diligently. New staff receive thorough inductions and access comprehensive training, including specialist courses. Supervision sessions are regular and valued.

Children's files are well maintained, with detailed daily records written to the child. The local authority documents are present. The manager has introduced a range of improvements to recording, including grading incidents and logging health details and life-skill activities.

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— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; ensure that the home has sufficient staff to provide care for each child; ensure that the home's workforce provides continuity of care to each child; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; use monitoring and review systems to make continuous improvements in the quality of the care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(d)(e)(f)(h)) In particular, ensure that if there is not a manager in day-to-day charge, adequate arrangements are put in place so that the home is operating with effective day-to-day management and oversight.	30 December 2025

If the Regulatory Reform (Fire Safety) Order 2005(1) applies to the home— the registered person must ensure that the requirements of that Order and any regulations made under it, except for article 23 (duties of employees), are complied with in respect of the home. (Regulation 25 (2)(b)) In particular, ensure that firefighting equipment and signage is in place correctly or managed if it needs to be moved, and that the fire risk assessment is comprehensive and reviewed annually.	30 December 2025
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Recommendation

- The registered person should ensure that a review is undertaken on the quality of care provided by the home at least every six months, and a system should be in place to allow for a report to be generated and submitted to Ofsted and each child's placing authority. ('Guide to the Children's Homes Regulations, including the quality standards', page 28, paragraph 15.3)

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: 2765733

Provision sub-type: Children's home

Registered provider: Envision Care Ltd

Registered provider address: 33 High Street, Harlow CM17 0DN

Responsible individual: Joy Bradley

Registered manager: Post vacant

Inspector

Daniel Rankin, Social Care Inspector

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