

2768158

Registered provider: Achieving Together Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and operated by a private company. It provides care for one child who may have social and emotional difficulties. There was one child living in the home at the time of the inspection.

The manager is suitably qualified and registered with Ofsted in February 2024.

Inspection dates: 24 to 25 July 2024

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: not applicable

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: not applicable

Recent inspection history

Inspection date	Inspection type	Inspection judgement
Not previously inspected	Not previously inspected	Not previously inspected

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The child has made exceptional progress in all areas of their development since living at the home. The child has formed trusted relationships with staff and benefits from the high-quality care and support they receive. Staff have a comprehensive knowledge and understanding of the child's individual needs and risk factors. The manager inspires a nurturing and therapeutic team of staff who keep the child at the centre of what they do. When speaking about staff the child shared, 'They are just fantastic.'

Staff encourage the child to experience a wide range of activities. The members of the staff team undertake extensive planning to ensure that any activities are appropriate for the child's needs while ensuring that the child has a fantastic experience. The child has experienced lots of firsts, such as going on holiday, which they thoroughly enjoyed.

Staff support the child to explore their wishes and feelings, especially at more challenging times. Staff support the child to express their wishes and feelings in their preferred communication style. The child feels highly valued. The child has been fully involved in the development of the home, including the home's decoration. The home is personalised to the child throughout and it is very welcoming and homely.

Educational progress for the child has been significant. Previously they were not accessing education and they now attend and engage in education full time. The manager strongly advocates for the child, challenges, and escalates matters to ensure that the child's educational plans are progressed. This has had positive results.

Staff promote and support the child's health needs by ensuring that they access relevant specialist health care. The members of the staff team have an impressive understanding of the child's emotional health needs. The registered manager has worked with partner agencies to secure the right therapeutic support for the child.

The home's therapeutic approach to care is evident in all aspects of staff's care for the child. Staff have an exceptional knowledge of how to use the home's chosen approach in relation to the child's individual needs. Staff follow and regularly update the child's plans to reflect their changing needs, and to ensure that staff continue to meet their needs to a high standard.

The staff deliver excellent key working which encompasses a wide range of topics relevant to the child's needs and risks. Staff deliver key work at a pace and style that supports the child's individual learning needs, giving the child meaningful learning and opportunities to reflect.

Staff recognise the value of continued family relationships for the child. The child enjoys positive time with their family both at home and in the community. Staff maintain positive working relationships with the child's birth family and ensure that the child's

parents participate in care planning for their child. The child's parent shared they have seen the significant positive progress their child has made, adding that staff are 'the best team to co-parent with'.

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

Staff understand the child's risks extremely well. Assessments and plans completed by staff are comprehensive, regularly reviewed and consistently implemented. The child's views are integrated within risk assessments and plans. This strengthens the effectiveness of them.

Behaviour support approaches, integrated by staff, are highly effective. Staff regularly review their approach alongside the child, empowering them to be part of their risk management plans. This includes finding creative support strategies that are effective to keep them safe. The child commented that they understand their support plans and how staff's actions help them and keep them safe. This has given the child a powerful sense of safety and security within their home environment.

Incidents of self-harm and restraint have significantly reduced. Staff effectively support children to manage their emotions in times of crisis. They only use physical restraint when necessary to protect the child and/or others. Staff recording of any incident is detailed. Management oversight of all incidents is thorough and robust, to promote learning and to ensure that any restraint is proportionate and appropriate.

The manager and staff have a detailed understanding of deprivation of liberty safeguards (DOLS). The manager works in conjunction with the local authority to ensure that the child's DOL order is reviewed regularly. The manager and staff strive to support the gradual reduction of the level of deprivation to the child, while being proportionate to presenting risks. When deprivations have needed to be increased, these have been proportionate, with time limited reviews to ensure the right level of safeguards are always in place.

The child knows how to complain and can do so in their preferred method of communication. The manager responds to complaints promptly with actions taken to improve staff practice in the child's best interests. The manager has investigated an allegation effectively and in accordance with statutory guidance. The child and the individual subject to the allegation were very well supported during the process.

The effectiveness of leaders and managers: outstanding

The manager and the staff team share high aspirations for the child. The manager leads by example and supports staff in their care and safeguarding of the child. Staff feel highly supported by leaders and managers at all times. Because of the excellent management support, staff are resilient, motivated and committed.

The staff team is stable, meaning that the child has a trusted team of adults who provide consistently ambitious standards of care to them.

The manager has excellent oversight of the daily records for the child. This provides them with knowledge of the child's day-to-day experiences and progress. The manager's presence in the home and the positive relationship she has developed with the child further strengthens her oversight.

The manager is very reflective in her practice and uses research to inform the child's care. She disseminates her reflections and learning to the staff team, whose members value her approach. This provides staff with a deeper understanding of how the child feels and their presenting needs, and with greater skill in meeting them.

Team meetings and formal supervision are regular and reflective. Support for staff is ongoing and not restricted to formal supervision. The manager has created a culture where staff feel supported by one another and are able to speak openly about challenges. Staff have been provided with specialist training opportunities specific to the child's needs. Staff value this learning and share that this has helped them in their responses and care of the child.

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: 2768158

Provision sub-type: Children's home

Registered provider: Achieving Together Ltd

Registered provider address: 26 Owen Close, Thorpe Astley, Braunstone, Leicester LE3 3TZ

Responsible individual: Patrick McCabe

Registered manager: Aleasha Cox

Inspector

Chloe Harvey, Social Care Inspector

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