

2772356

Registered provider: Libertas GBR Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned and is registered to provide care for one child with social and emotional difficulties and learning disabilities. At the time of this inspection, one child was living at the home.

The manager registered with Ofsted in April 2024.

Inspection dates: 23 and 24 July 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

The child was present throughout the two days of the inspection and spoke with the inspector. The registered manager was available remotely. The responsible individual was in attendance throughout the inspection.

There have been no changes in the staff team since the child moved in. The child and staff have built trusting and secure relationships. This was evident in observations made during the inspection.

Staff have helped the child to make good progress with their attendance and engagement with education. Staff advocated for the child when home tutoring caused too much distress. This proactive approach meant that a tailored education package was put in place. The child's tutor said, about the staff, '[Name of child] has made so much progress because we work so closely together. We set the foundations and routines together.' The child now looks forward to learning and has recently started to attend more hours than planned.

Staff have organised a variety of experiences and activities that they know the child will enjoy. Each activity is carefully planned to ensure that the child, staff and community are safe. The child has visited London to see the landmarks, which included the child travelling on a train and using the underground for the first time. The child has experienced trips to the zoo, exhibitions, zip wiring and trampolining.

Staff make certain that the child enjoys their hobbies. The child has been to a theatre show in London to honour their favourite pop star. The child is a keen bowler. Staff take the child to practise their skills daily. Staff show an interest in the child's identity and help them to build confidence.

Staff support the child to see their family. When staff noticed a pattern of increased anxiety before and after the child spent time with people who are important to them, they raised this with the social worker. This meant more consideration was given to the child's needs, and a support plan was put in place to reduce anxiety for the child.

Staff understand the importance of the child keeping a routine. However, the child's menu and weekly planner include words that the child does not understand. This limits their ability to predict activities during the day.

Staff use verbal reassurance when the child feels scared of certain situations. However, staff do not help the child to overcome their fears and learn that they will be okay. This means that certain behaviours are repeated by the child, which has the potential to limit some experiences.

Staff record how the child has spent their day, including progress and any concerns. However, some words used to describe the child's behaviour are personally sensitive. This means that the child may feel a sense of shame or embarrassment if they choose to read their file.

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

Staff are skilled in supporting the child, who has complex and, at times, unpredictable behaviour. Staff use kindness and a calm and consistent approach. They listen to the child and respond clearly. This helps the child to feel secure and build trust in how staff will respond.

Staff understand the child's vulnerabilities well. This is because plans are detailed and provide clear guidance. Staff's underlying approach is that the child is given the same opportunities as any other child. This includes spending time in the community. The child has a variety of meaningful and well-planned experiences which keep them safe.

The child's behaviour plan is consistently updated to meet their changing needs. Staff know the child well. They recognise small changes and are always attentive to the child's needs. Since the child moved into the home, there has been a significant reduction in behavioural incidents. Since the home's registration with Ofsted, there have been no restraints. One of the child's family members said, 'The staff are very friendly, and they have done so well with [name of child]. They have done so much with him.'

The child has not left the home without permission. Detailed plans are in place if the child were to leave or to go missing when in the community.

Staff spoken with understand their roles and responsibilities to record and report all safeguarding concerns without delay.

Staff use consequences to help the child to learn if they make a mistake. However, the manager does not evaluate the effectiveness of consequences.

The effectiveness of leaders and managers: good

The registered manager is experienced and qualified. A responsible individual supports the manager. They both know the child and staff team well. Staff spoken with praised the management team for its support, guidance and dedication.

The staff team is small and long-standing. The staff are dedicated to the child and speak with pride about the child's achievements and personality. The child is the focus of their attention. One member of staff said, 'It's great helping [name of child] to learn new skills and learn to communicate and grow. They touch my heart every day.'

The manager follows safer recruitment processes. Staff move through a detailed induction. This means that staff are fully considered for their roles and understand their responsibilities to safeguard and promote the welfare of the child.

Staff have either achieved or are working towards a relevant level 3 qualification within the necessary time frame. In addition to the organisation's mandatory training, staff have undertaken courses to develop their knowledge of autism, attention deficit hyperactivity disorder and trauma. This ensures that the staff understand how to support the child when they are upset, worried or anxious.

The manager and senior leaders have good oversight of the quality of care provided. The manager is proactive in monitoring the progress that the child makes. These audits are helping the local authority to plan for the child's future needs. The manager has made changes to the child's care plan after an audit identified more information was needed to support the child's developmental needs.

Staff receive supervision that focuses on their well-being, personal development and the child. However, staff do not benefit from individual supervision sessions as stated in the statement of purpose. While this has no direct impact on the child, it means that monitoring of practice is limited.

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 registered person must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the effectiveness and any consequences of the use of the measure. (Regulation 35 (3)(a)(vii))	23 August 2024
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. (Regulation 13 (1)(a)(b) (2)(a)) In particular, ensure that all staff receive supervision in line with the statement of purpose.	23 August 2024

Recommendations

- The registered person should ensure that children are consulted regularly on their views about the home's care. Due consideration should be given to the child's cognitive ability in the development and implementation of any consultation processes. In particular, ensure that weekly activity planners and menu options are in the child's preferred communication style. ('Guide to the Children's Homes Regulations, including the quality standards', page 22, paragraph 4.11)

- The registered person should ensure that staff understand that they have a responsibility to observe, notice and respond to children who are expressing their views, acknowledging that it is not the sole responsibility of the child to 'tell'. They should also understand how children might communicate their feelings through their behaviour, or non-verbally, especially when the child has a disability that does not allow them to communicate as others might. In particular, ensure that the child is helped to learn about events that may cause them distress and to understand that they are safe. ('Guide to the Children's Homes Regulations, including the quality standards', page 22, paragraph 4.10)
- The registered person should ensure that staff are familiar with the home's policies on record-keeping and understand the importance of careful, objective and clear recording. Staff should record information about individual children in a non-stigmatising way. Information about the child must always be recorded in a way that will be helpful to the child. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.4)

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: 2772356

Provision sub-type: Children's home

Registered provider: Libertas GBR Limited

Registered provider address: 16 Greystole Gardens Oakwood, Oakwood, Enfield, Middlesex EN2 7NX

Responsible individual: David Obodoechina-Joseph

Registered manager: Tendai Dooley

Inspector

Mandy Start, Social Care Inspector

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