

2775039

Registered provider: Unity One Care Solution Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned and provides care for up to three children who experience social and emotional difficulties.

The home and the manager registered with Ofsted in July 2024. The manager is working towards a suitable management qualification.

At the time of this inspection, two children were living at the home.

Inspection dates: 28 and 29 January 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	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 22 October 2024

Overall judgement at last inspection: inadequate

Enforcement action since last inspection: The home was judged to be inadequate at the full inspection on 22 and 23 October 2024.

As a result, a notice restricting accommodation was imposed and three compliance notices were issued under Regulation 11 (the positive relationships standard), Regulation 12 (the protection of children standard) and Regulation 13 (the leadership and management standard) of The Children's Homes (England) Regulations 2015. At a monitoring visit on 28 November 2024, the compliance notices were deemed to have been met, and the notice restricting accommodation was lifted.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
22/10/2024	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

Leaders and managers continue to respond positively to the last inspection outcome. They are building on the positive changes observed at the monitoring visit. As a result, children's daily experiences are getting better, and they are making progress.

One child is making significant progress in their education. The child is now attending school full time, and they are achieving academically. Leaders and managers devised a plan to give the child more independence and to include the child's friends in activities. The child now enjoys free time with friends after school.

Key-work sessions focus on the issues that affect children. They provide a space for children to reflect on what matters to them. This practice ensures that children's views are heard and addressed. Staff gain insight into the children's experiences, which allows them to provide tailored support.

Staff's interactions with children are warm and caring. When children are upset, they receive a compassionate and understanding response. The registered manager is caring and is a positive role model for children. The registered manager speaks to children honestly and helps them to understand difficult messages.

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

Since the last full inspection, new training has been introduced to better equip staff to care for children. This training has supported staff to manage challenging situations better. Further training from the police has also been provided and staff now have a better understanding of the protocols to follow when children are missing from the home. This training also addressed the criminalisation of children and its effects on their outcomes.

Staff are now able to set effective boundaries with children. For one child, staff's consistent use of structure and rules is positively impacting the child's progress and leading to better outcomes. Routines are helping the child to understand what to expect and are strengthening their relationships with staff. Despite this good practice, not all children are making the same progress. Staff are working hard to have consistent boundaries for all children, but this is not always successful.

Safer recruitment practices are followed. An external company is supporting leaders and managers to ensure that staff are suitable to work with children.

Safeguarding practices have improved in some areas. Children's risk assessments are frequently updated, and staff get information about emerging risks. However, the home does not have robust protocols for recording allegations. In a recent incident, the registered manager reported the allegation to the necessary professionals, but there is

no evidence to demonstrate that they investigated the concerns or had clear oversight of the incident.

The home is clean and tidy and meets the children's needs well. However, there are significant delays in addressing maintenance issues. For example, the curtain pole in one child's bedroom is damaged, which makes it difficult to open and close the curtains.

The effectiveness of leaders and managers: good

Since the last inspection, leadership and management of the home have improved. Strategies are in place to improve oversight and effective monitoring of the home, including weekly senior management meetings and team meetings, which positively impacts on the children and staff.

Staff said that morale has improved. Leaders and managers permit staff to engage directly with children instead of taking on the responsibility themselves. This approach encourages staff to respond to the children's needs more effectively, which has supported their confidence.

Leaders and managers ensured that a robust training plan was put in place following the last inspection. Staff say that the training has helped them to develop their knowledge and skills and their confidence in their roles.

Staffing levels have reduced significantly since the last inspection. Children, staff and other professionals have noticed this change. They all agree that it has led to better outcomes, stronger relationships and improved communication.

Children's social workers and one child's teacher praised the staff and managers for their communication. They noted that the registered manager has a proactive approach in working together with the wider network. This promotes a holistic and responsive understanding of the children's needs.

Following the last inspection, supervision practices have been addressed. A clinical supervisor has been employed to offer supervision across the company. Leaders and managers have a plan to develop senior leaders' supervision skills but recognise that the registered manager will need oversight to ensure that there are no shortfalls.

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 quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— ensure that the premises used for the purposes of the home are designed and furnished so as to— meet the needs of each child; and enable each child to participate in the daily life of the home. (Regulation 6 (1)(a)(b) (2)(c)(i)(ii)) In particular, leaders and managers must ensure that maintenance and repair work is carried out swiftly to improve the home environment for children.	12 February 2025
The care planning standard is that children— receive effectively planned care in or through the children's home; In particular, the standard in paragraph (1) requires the registered person to ensure— that arrangements are in place to— manage and review the placement of each child in the home; and	12 February 2025

that each child's relevant plans are followed. (Regulation 14 (1)(a) (2)(b)(ii)(c)) In particular, leaders and managers must ensure that staff set routines and boundaries for all children to support them to manage any behaviours of concern. This requirement is restated.	
The registered person must prepare and implement a policy which— is intended to safeguard children accommodated in the children's home from abuse or neglect; and sets out the procedure to be followed in the event of an allegation of abuse or neglect. The procedure to be followed in the event of an allegation of abuse or neglect must, in particular— provide for records to be kept of an allegation of abuse or neglect, and the action taken in response. (Regulation 34 (2)(d)) In particular, leaders and managers must have a clear procedure and protocol to manage allegations.	12 February 2025

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: 2775039

Provision sub-type: Children's home

Registered provider: Unity One Care Solution Ltd

Registered provider address: Flat 23, 30 Barking Road, London E16 1GQ

Responsible individual: Christopher Lingham

Registered manager: Chioma Nkemdirim

Inspector

Jo Tarbie, Social Care Inspector

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