

2780209

Registered provider: Esland North Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A private company owns this home. The home provides care for up to two children who may display complex behaviours because of their experiences. The home offers short-term placements of 12 weeks to children to assess their care needs before they move to longer-term care arrangements.

The manager was in post when the home was registered in June 2024. This was the first inspection since the home was registered.

There was one child living at the home at the time of the inspection. The child was spoken with.

Inspection dates: 25 and 26 February 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: 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

Since the home was registered, three children have moved into the home and two children have moved out. The children did not live in the house at the same time. Moves into and out of the home are well planned. The manager completes detailed assessments of risks and meets with children to get to know them before they move in. As a result, children experience positive moves into the home.

Staff are skilled at forming meaningful relationships with children and provide them with individualised care and support. Staff understand children's individual needs well and provide them with therapeutically informed care to ensure that these are met. Children say that they have people they can speak to at the home. A child who left the home wrote staff individual letters, thanking them and talking about her positive experiences with them at the home.

Children live in a home that is warm and welcoming. High-quality soft furnishings contribute to a homely atmosphere. Children are supported to personalise their bedrooms, and staff put examples of children's artwork on display around the home. As a result, children feel a sense of belonging and feel valued in the home.

Education is a high priority. Children have bespoke education timetables that are tailored to their individual needs, and education is an integral part of the home routine. Staff support children to complete AQA unit awards and they receive accredited certificates. Education professionals describe excellent communication, and children make good progress. A professional said that this is the first time their child has been engaging with education and not rejected it.

Children are supported to explore their interests and take part in a range of activities that they enjoy. This enhances their experiences and supports them to develop a positive sense of self and enjoyment.

Children make good progress as a result of the individualised care they receive. The manager captures progress clearly in children's plans, and staff understand what progress looks like for children. A social worker called the home brilliant. They said their child 'absolutely loved it' at the home and that the child was 'devastated' when they had to leave. They said there was a significant decrease in concerning behaviours, which they attributed to the attachments the child had with staff and the care that staff provided.

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

Staff are skilled at helping children to calm when they are angry or upset. Physical intervention is rare and only used as a last resort. Children and staff are spoken with

after incidents, and the manager completes clear evaluations that identify learning. As a result, practice is continually improving and incidents are well managed.

Staff help children learn how to keep themselves safe. They have regular discussions with children about important issues. Staff support children to complete workbooks that demonstrate their understanding of different topics, including internet safety and substance misuse.

Children know how to make complaints and feel able to share their concerns with staff. Staff talk to children about how to raise a concern through the home's child-friendly and accessible complaints process.

Children's plans and risk assessments provide staff with clear guidance on how to keep children safe. Children are supported to contribute their own ideas for what works for them. This helps to ensure that plans are individualised and effective.

Systems for managing medication, and health and safety, are effective. Staff receive medication training, and competency assessments help to ensure that they are suitably skilled and have a good understanding of the medication given and processes. The manager completes regular audits of medication, and there have been no errors in administration.

A therapist carries out a comprehensive assessment of children's needs during their time at the home. The assessments provide clear recommendations for how to meet the child's identified needs. On one occasion, a report was not sent out in a timely way. The child moved on successfully to another home in the organisation, and as a result, the impact was low. The manager has now shared the report, and managers have strengthened the process for sharing reports.

The effectiveness of leaders and managers: good

The manager is dedicated to the home and achieving positive outcomes for children. He is aspirational for children and the types of experiences he wants for them at the home. He models child-centred practice and is continually looking for ways to develop the home and the team.

Staff benefit from a comprehensive range of training that is individualised to children's needs. The manager has good oversight and ensures that staff remain up to date. Staff say that training has helped them to understand children's experiences and provide them with the support that they need.

Safer recruitment ensures that staff are fully vetted and safe to work with children.

Staff benefit from regular supervision meetings with a senior member of staff. These discussions include reflection on practice, and staff say that they feel well supported. One staff member said, 'The manager really looks after the team.' Another staff member called the management team 'incredibly supportive' and described 'regular

check ins'. However, the manager has not always ensured that records are made after discussions take place. Recording and reporting is an area for development for the home. The manager is aware of the shortfall and has plans to improve.

There were no requirements raised as a result of this inspection. Two recommendations were made.

What does the children's home need to do to improve?

Recommendations

- The registered person should ensure that they work in close partnership with all those who play a role in protecting and caring for the child, but particularly the child's local authority and statutory social worker. This includes sharing reports in a timely way. ('Guide to the Children's Homes Regulations, including the quality standards', page 11, paragraph 2.3)
- 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. This includes records of supervision meetings being made in a timely way. ('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: 2780209

Provision sub-type: Children's home

Registered provider: Esland North Limited

Registered provider address: Esland Ltd, Suite 1 & 5 , Riverside Business Centre, Foundry Lane, Milford, Belper DE56 0RN

Responsible individual: Kim Bell

Registered manager: Neil Harcourt-Poole

Inspectors

Laura Norcop, Social Care Inspector
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