

2780230

Registered provider: Sterling Supported Living Limited

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is run by a private company. The home is registered to provide care for one child who may have emotional and social difficulties or learning disabilities.

The home is led by an experienced manager who is in the process of registering with Ofsted.

There were no children living at the home at the time of the inspection.

Inspection date: 4 March 2025

Date of last inspection: 24 September 2024

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Information about this inspection

At this inspection, the inspector evaluated:

- the care of children
- the safety of children
- the effectiveness of leaders and managers.

The inspector has looked closely at the experiences and progress of children, using the social care common inspection framework. This assurance 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'.

Findings from the inspection

We did not identify any serious or widespread concerns in relation to the care or protection of children at this assurance inspection.

Since the last inspection, the child has moved out of the home. Following the full inspection on 24 and 25 September 2024, there have been changes in the management team. The previous registered manager resigned, and a new manager has been appointed. He is currently in the process of registering with Ofsted to become the registered manager.

Leaders and managers have worked hard to implement new auditing systems. This has included moving to an electronic recording and document system. These improvements will provide leaders and managers with increased oversight and auditing tools to stay informed of the overall progress and safety of a child living at the home.

Leaders and managers are prioritising staff development, increasing their knowledge and skills so they can confidently meet the needs of children. The organisation has invested in a range of new training and development opportunities for staff. This includes the implementation of more face-to-face training sessions. This has included trauma-informed practice, ligature awareness, deprivation of liberty and mental capacity training. Staff have completed mandatory safeguarding training, and whistle-blowing training. This ensures that staff have a strong foundation of knowledge before starting work in the home.

The manager has implemented a development plan that identifies areas for further development and improvement. They have focused on developing staff to provide better structure, boundaries and routines for any child living in the home.

Managers are completing a staff skills analysis through quizzes and discussions to identify any shortfalls in staff's knowledge. The manager is then providing additional support and guidance to address any gaps and shortfalls. This has helped staff to develop more awareness of their roles and to develop the confidence to manage some behaviours that may challenge.

The recruitment of new staff is now managed well and is designed to safeguard children. Safer recruitment practices and protocols are followed. This means that new staff are only employed subject to clear vetting processes. This reduces the risk of unsuitable adults working with children.

Leaders and managers understand the areas that require improvement. They have implemented an action plan to address these areas and to make the required changes. However, this remains untested until a child moves into the home.

One requirement made at the previous inspection has been met, and four have been reinstated. Two recommendations made have also been reinstated.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/09/2024	Full	Requires improvement to be good

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child protection policies; that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(v)(vi)(vii)(b)) In particular, the registered person should ensure that the child's risks are understood by staff and that plans and assessments accurately reflect the needs and risks for the	14 April 2025

child and provide accurate guidance to staff on the action they must take to keep the child safe. In particular, they should ensure that joint working with the child's social worker and wider professionals takes place when making decisions that have the potential to increase the child's risks and vulnerabilities, for example with regard to mobile phone use. In particular, they should ensure that the local authority designated officer is consulted with in line with child protection policy and procedure.	
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 staff work as a team where appropriate; ensure that staff have the experience, qualifications and skills to meet the needs of 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 care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(b)(c)(e)(f)(h)) In particular, leaders and managers should implement a monitoring system to improve management oversight and the quality of care in the home.	14 April 2025

The registered person must notify HMCI and each other relevant person without delay if there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(e))	14 April 2025
The health and well-being standard is that— the health and well-being needs of children are met; children are helped to lead healthy lifestyles. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff help each child to— achieve the health and well-being outcomes that are recorded in the child’s relevant plans; understand and develop skills to promote the child’s well-being. (Regulation 10 (1)(a)(c) (2)(a)(i)(iv)) In particular, they should ensure that children eat regular meals and that this information is accurately recorded to enable staff to monitor the children’s food intake.	14 April 2025

Recommendations

- The registered person should ensure that systems are in place so that all staff, including the manager, receive supervision of their practice from an appropriately qualified and experienced professional that allows them to reflect on their practice and the needs of the children assigned to their care. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, 13.2)
- 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 on individual children in a non-stigmatising way that distinguishes between fact, opinion and third-party information. 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)

Children's home details

Unique reference number: 2780230

Provision sub-type: Children's home

Registered provider: Sterling Supported Living Limited

Registered provider address: The Old Police Station, Office 1a /1b Wharncliffe Road, Ilkeston, Derbyshire DE7 5GF

Responsible individual: Harsha Singh

Registered manager: Post vacant

Inspector

Zoey Lee, Social Care Inspector

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