

2787988

Registered provider: Benthom Care Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private company. It provides care for up to three children who may experience social and emotional difficulties. At the time of this inspection, two children were living in the home.

The manager registered with Ofsted in July 2024 and is working towards her level 5 qualification.

Inspection dates: 4 and 5 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: none

Inspection judgements

Overall experiences and progress of children and young people: good

The children are making progress from their individual starting points. Managers and staff are diligent in monitoring this and consistently recognise and celebrate the children's achievements. Staff are proud of the children. This positive reinforcement supports further progress and boosts the children's confidence.

Staff support children to access and engage in a range of activities in the home and the local community. Activities are identified by children, which has supported them to develop new skills and confidence.

Staff promote and support children to have time with their parents and families. In one case, staff have made it possible for a child to spend time with their family and friends in the home. This level of support ensures that children maintain positive relationships with important people in their lives.

The voice of children and their views are central to care in this home. The staff and manager are passionate about empowering children to be active participants in their lives. She challenges other professionals to do the same. Staff seek children's views and opinions through regular meetings and conversations. Children's involvement in their own care planning is encouraged.

Both children have previously experienced disruption with their education. Since moving to the home, every attempt has been made to ensure that there is support in place and that the right provision is identified. This is with mixed success. For one child, there has been a gradual plan in place to develop the child's relationships with an education provider. The managers proactively challenge and advocate for the children to secure a suitable option.

One child said, 'This is as close to perfect as I have ever seen. They [the staff] are involved and will do anything for us. They love us; we are like their children.'

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

Staff support children to feel increasingly safe in the home. Children benefit from positive relationships with staff, which helps them to talk about and share their experiences. Staff have conversations with children which help to improve their safety. Staff understand how to support children with their emotional health, and they work well with other agencies to create shared plans to address concerns. Consequences are used at times, although these are rare. When they have been used, the manager has good oversight of them.

Staff understand children's experiences and how this has shaped their identity. For one child, there is a good understanding of their family dynamics, and how this influences

the child's responses in certain situations. Staff go to great lengths to ensure that the child is safe and continues to receive a good level of care.

The staff collaborate closely with external professionals to understand the children's lived experience. Information is shared with all agencies, and the home advocates for children if information is not shared by other agencies.

Staff regularly review risk assessments. However, some risks identified for children are not explored in depth, and relevant behaviour management techniques are not included. This potentially compromises staff's understanding of children's risks and vulnerabilities.

Staff are recruited safely, and safer recruitment guidance is adhered to in line with statutory guidance. However, one reference was not from an independent person, meaning an impartial reference was not sourced.

The effectiveness of leaders and managers: good

The manager is a persistent, tenacious advocate for the children in her home. Staff are led by a passionate manager, who knows the children well. Staff benefit from this strong leadership and say that the manager is very supportive. One member of staff said: 'I genuinely look forward to going into work before each shift. We are lucky to have [manager's name].'

Children are supported by an experienced team, whose members help children to develop a sense of security and stability. This helps children to ensure that they can make consistent progress.

Team meetings take place every month and are well attended. The manager shares updates and information relating to the home and the children. Staff are given direction to support them to care for the children.

The manager's collaborative work with professionals ensures that the children's needs are met. Professionals say they are always welcome at the home. They speak highly of the manager and often compliment the team and the positive impact they are having on the children's lives.

Monthly supervision is offered to all staff. This provides all staff with ongoing support and guidance. Supervision records outline issues discussed, and actions agreed, but they are not always reflective of how staff are being supported to develop their practice or address areas of concern. Staff and management are not always clear on the outcomes of supervision sessions, which prevents progress from being monitored.

The workforce development plan addresses staff training and development needs effectively. All staff are up to date or have planned training, aligning with the home's statement of purpose and tailored to meet the specific needs of the children. However, some information about supervision timescales and qualifications of staff are not recorded.

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. Regulation 12 (1) (2)(a)(i) In particular, the registered person must ensure that the children's individual risk management plans provide staff with clear strategies to manage and reduce risk.	8 April 2025

Recommendations

- The registered person must ensure that all staff receive supervision which is recorded in a manner that is evaluative and reflective of professional discussion with the supervisor. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.2)
- The registered person is responsible for maintaining good employment practice. They must ensure that recruitment of staff safeguards children and minimises potential risks to them ensuring appropriate employment checks are carried out. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.1)
- The registered person should have a workforce plan which can fulfil the workforce related requirements of regulation 16, schedule 1 (paragraphs 19 and 20) The plan should detail the experience and qualifications of staff; detail the processes and agreed timescales for staff to achieve induction, probation and any core training (such as safeguarding, health and safety and mandatory qualifications); detail the

process and timescales for supervision of practice. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.8)

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: 2787988

Provision sub-type: Children's home

Registered provider: Benthom Care Limited

Registered provider address: 35 Blacklow Brow, Liverpool L36 5XE

Responsible individual: Alison Sanders

Registered manager: Julie Bennett

Inspector

Sally Mitchell, Social Care Inspector

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