

2793659

Registered provider: Alicie Enterprises Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home was registered with Ofsted in September 2024. The manager registered in July 2025.

The home can provide care for up to five children who experience social and/or emotional difficulties. Three children were living at the home at the time of the inspection.

The registered provider has appointed a new responsible individual, and we are currently checking this person has the relevant capacity, experience and skills to carry out the role.

Inspection dates: 26 and 27 August 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	requires improvement to be good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 5 November 2024

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/11/2024	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

Children make good progress emotionally, physically and educationally. Staff provide tailored support that enables each child's individual needs to be met. One child, who has been living at the home for a significant period, has made notable progress in their emotional well-being. Another child, who has only recently moved into the home, has developed a better understanding of how to keep themselves safe. These examples reflect the positive impact of the care and support provided by the staff team.

Staff build warm, nurturing relationships with children that help them to feel valued and emotionally secure. One child said that the staff 'really care'.

Staff hold regular, meaningful conversations with children. These discussions support children to better understand their individual needs, make sense of their experiences and develop awareness of personal risk.

Children's achievements in school and college are celebrated. Staff advocate effectively on behalf of children to ensure that they attend a school that can meet their individual needs and support their learning.

Staff actively encourage children's interests and artistic skills. They identify and plan activities that celebrate and nurture these talents, helping children to build confidence and express themselves creatively.

The home is welcoming and decorated with photos of the children, which enhances the homely atmosphere. The property is maintained to a good standard.

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

Risk assessments consider relevant risks and how these may impact individual children, and they inform the actions staff take to reduce potential harm. However, this practice is not yet consistent. Risk assessments relating to children who go missing from the home require strengthening to ensure that staff have clear guidance on the steps they need to take both during the time the child is missing and when the child returns home.

Staff have received training related to children's needs, risks and safeguarding. They are able to apply this learning effectively to help reduce risks and keep children safe.

Physical restraint is only used when there is an immediate risk of harm. After any incident, a debrief with the child and the members of staff involved is carried out. Detailed records of these events include management oversight and focus on learning to help to improve future practice.

Staff ensure that children have safe and appropriate arrangements for family time. Staff maintain prompt and effective communication with family members, supporting consistent care and positive relationships.

Although staff are good at securing children's views and feedback, these are not consistently reflected in records. This reduces the effectiveness and impact of children's involvement in their care.

Children know how to make a complaint. When complaints are made, they are investigated independently and in detail. The outcomes of complaints are shared with children to ensure transparency and understanding.

The effectiveness of leaders and managers: requires improvement to be good

The registered manager and leadership team demonstrate a clear understanding of the home and the individual needs of the children. They have taken action to meet the requirements set at the last inspection, which has led to improvements in the overall care experience for children. However, some shortfalls remain.

New staff do not receive a structured induction to the home. As a result, they lack clarity about their roles and responsibilities, and their understanding of the home's ethos.

Safer recruitment practices are not fully embedded. Managers do not consistently complete the required checks, including verification of staff visa requirements. This compromises the effectiveness of safer recruitment procedures.

Managers hold regular supervision sessions which provide staff with effective support. These include reflective discussions focused on children's needs, staff development and well-being. However, supervision records do not include clear or measurable timescales for actions, which limits accountability and follow-up.

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 update the home's missing-from-care protocol to show the actions that staff must take when a child goes missing from the home. This should include updating the professional network when a child has returned and requesting a return home interview.	24 October 2025
The registered person must— ensure that each employee completes an appropriate induction. (Regulation 33 (1)(a)) A record confirming the completion of induction must be kept on employees' files.	24 October 2025

Recommendations

- The registered person should ensure that all staff encourage children to see the home's records as 'living documents', supporting them to view and contribute to the records in a way that reflects their voice on a regular basis. ('Guide to the Children's Homes Regulations, including the quality standards', page 58, paragraph 11.9)

- The registered person should ensure that they support staff development by reviewing actions agreed in supervision in a timely and meaningful way. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.3)
- The registered person should ensure that they maintain good employment practice. They should complete appropriate checks regarding staff employment suitability and visa requirements. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.1)

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: 2793659

Provision sub-type: Children's home

Registered provider: Alicie Enterprises Limited

Responsible individual: Post vacant

Registered manager: Keisha McPherson

Inspector

Richard Wyper, Social Care Inspector

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