

2797987

Registered provider: Collective 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 organisation. It provides care for up to six children with learning disabilities or sensory impairment.

The manager registered with Ofsted in October 2024.

Inspection dates: 3 and 4 June 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

There were two children living at the home at the time of this inspection. Two children have moved in, and no children have moved out since the home was registered with Ofsted. One child spoke with the inspector.

Moves into the home are managed well and in the best interests of the children. One social worker said the move was 'lovely, relaxed, welcoming and felt very natural', which, in turn, supported their child to settle in.

Children said that they can talk to staff if they are worried or upset. They said that they were happy and felt safe. Positive, warm and nurturing interactions were observed between the children and staff, with lots of laughter, and staff being responsive to the individual needs of the children. The children are very comfortable in the company of the staff and have built positive relationships with them.

Staff understand the importance of education and encourage children to persevere with it. When children face challenges or setbacks in education, the home proactively advocates for them. This means that children access education with support tailored to their needs.

Children take part in activities they enjoy. Positive relationships with staff contribute to the progress that the children make. Professionals and families spoke positively about the care their children receive. One parent said, the staff 'adore' their child, and their child is very happy living at the home and learning a lot.

Staff have a good understanding of children's health needs. They work closely with external agencies to support children with their health concerns.

Children receive individualised care. Their bedrooms are personalised to their tastes and liking. The home is also decorated and designed to the children's interests.

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

Staff have completed safeguarding training and have a good understanding of safeguarding procedures and whistleblowing. They know how to follow these procedures if necessary.

Staff have a good understanding of the children and risks posed to them. They are sensitive in how they approach and support children to identify and understand these risks. External professionals are happy with how their children are safeguarded and had no concerns.

The children's guide is child-friendly and gives children a sense of what it is like living in the home. The guide also contains details of who children can speak to if they are worried or if they need support outside of the home. The guides are individualised and tailored to children's communication methods and needs. Staff go through this with children when they first move into the home, to help ensure that children understand which external agencies are available to them.

There have been no allegations against staff. There have been no complaints or missing-from-home incidents. However, staff know how to respond should a child go missing from the home or make an allegation.

The staff's understanding and awareness of children has contributed to there being no need for any physical interventions. Staff have training on appropriate intervention techniques. They are skilled in de-escalation strategies to respond to children's anxieties.

The effectiveness of leaders and managers: good

The manager registered with Ofsted in October 2024, they are suitably qualified and experienced and are supported by an experienced deputy manager. The manager was present during this inspection.

The manager speaks with commitment and dedication about the children. They are ambitious for children and have a good understanding of their needs. They are child centred and regularly spend quality time with the children. A child said that they would talk to the manager if they had any worries or concerns.

The manager works promptly and effectively with external professionals to support children's needs. Feedback from external professionals is positive about the manager. One social worker said, 'Kat is amazing. I've had lots of meetings with her. She really understands the children.'

The staff speak positively about the home and are enthusiastic and energised. Staff say they feel happy working in the home and are supported by management to fulfil their role.

Some staff hold a relevant qualification. Those who do not hold a relevant qualification are working towards one within the agreed timeframes.

Staff generally receive regular reflective supervision. However, during the inspection, supervision records could not be located for some staff.

Leaders and managers have not ensured that safer recruitment checks are always adhered to. One staff member did not have appropriate pre-employment checks completed before they started working in the home. Managers had not attempted to verify the staff member's reasons for leaving a previous role that involved working with vulnerable children.

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

Recommendations

- The registered person should ensure that they maintain good employment practices as set out in regulations 31-33. In particular, ensure that if a person has previously worked in a position involving work with children or vulnerable adults, they obtain a reference and verify so far as reasonably practicable the reason why the employment or position ended. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.1)
- The registered person should ensure that a record of supervision is kept for staff, including the manager. The record should provide evidence that supervision is being delivered in line with regulation 33(4)(b). ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.3)

Information about this inspection

The inspector has 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: 2797987

Provision sub-type: Children's home

Registered provider: Collective Care Limited

Registered provider address: C/O Collective Properties 28–42 Clements Road, Office
223a Olympic House, Ilford, Essex IG1 1BA

Responsible individual: Sharon Bales

Registered manager: Katherine Baker-Brown

Inspector

Anver Rose, Social Care Inspector

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