

# 2811704

Registered provider: Thrive Childcare Services 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 and is registered to provide care for up to five children who may have social and emotional difficulties and/or learning difficulties.

There was one child living in the home at the time of the inspection.

This is the home's first inspection since registration. The home and the manager registered with Ofsted in December 2024.

### Inspection dates: 29 and 30 May 2025

|                                                                                           |             |
|-------------------------------------------------------------------------------------------|-------------|
| <b>Overall experiences and progress of children and young people,</b> taking into account | <b>good</b> |
|-------------------------------------------------------------------------------------------|-------------|

|                                                             |      |
|-------------------------------------------------------------|------|
| How well children and young people are helped and protected | good |
|-------------------------------------------------------------|------|

|                                           |      |
|-------------------------------------------|------|
| The effectiveness of leaders and managers | good |
|-------------------------------------------|------|

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**

Staff treat the child with dignity and respect. The child is supported by staff who know them well and they are building positive and trusting relationships together. The child experiences care that is sensitive to their individual needs and abilities. Staff spoken to during the inspection spoke fondly and with pride about the child they support.

Staff ensure that the child has different ways to have their views, wishes and feelings heard. This is done using their preferred communication method and staff also use their knowledge and relationship with the child to identify their views and make informed decisions about their day-to-day care.

Staff support the child's health and well-being needs and ensure that they have access to necessary health professionals. When they feel the child is not getting access to the resources they need, this is professionally challenged with the relevant professionals to ensure they receive suitable support from external health professionals.

Staff support the child to spend time with their family, in line with agreed plans. They are working with the placing authority and family to ensure that this meets the child's needs and wishes. This ensures that they can maintain relationships that are important to them.

The child is supported and encouraged to take part in activities to meet their sensory and emotional needs. These are led by the child, and staff are supporting them to build up their confidence and tolerance to trying new activities within the community.

When the child was new to the home, the manager conducted a detailed and thorough assessment to ensure that an informed decision was made about whether the staff team and the home environment were right for the child. There was a detailed moving-in plan which was created to meet the child's individual needs and to support their move into their new home in a planned and sensitive manner.

The child has lived in the home for a short period of time; however, they are making progress from their starting point. Staff capture the progress they are making through regular key-worker sessions. Staff are creative in their approach to supporting these focused sessions, which are also informed by the clinical lead, to promote independence and life skills.

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

There have been no safeguarding concerns, allegations or disclosures since the home opened. Staff are suitably trained in safeguarding, and this is also a standing agenda topic in team meetings and supervision sessions, where staff discuss scenarios and what

processes to follow. Staff spoken to were able to explain the correct procedure to follow if they had any safeguarding concerns.

Support plans and risk assessments are detailed documents which provide clear guidance and strategies for staff, to support them to provide consistent care to the child. These are regularly reviewed and updated in consultation with the clinical lead. Staff understand these documents and put them into practice.

Staff support the child suitably during periods of distress and use their relationships alongside known strategies detailed within plans to help them feel safe and secure. Staff respond to the child with clear boundaries and seek to understand the child's individual needs and to support them to manage their own behaviours and emotions appropriately. As a result, this has meant that the intensity of incidents has reduced.

When it has been necessary to physically hold a child, it has been reasonable and proportionate, and the least restrictive method used to prevent harm to them and to staff. They are recorded appropriately, and all relevant professionals notified. The manager has thoroughly reviewed each incident and looked at potential triggers and evaluated the effectiveness of the use of any holds.

Staff support the child's self-injurious behaviours suitably, using strategies detailed within support plans. The staff team works alongside the clinical lead to frequently review strategies and to reduce potential triggers. Following an episode of self-injurious behaviour, staff support the child to receive medical attention where required.

### **The effectiveness of leaders and managers: good**

There is an experienced manager who is supported by a team of senior care workers. They are positive role models for children and the team. Staff spoken to describe the management team as available, approachable, and always willing to offer support and guidance.

Leaders and managers know the child well and have an ambitious vision for what they can achieve. The manager has successfully created a culture in which staff place the needs of the child at the heart of their practice and aspire to improve the life of the child who lives in the home.

The manager understands the home's strengths and has systems in place to quickly identify and respond to any areas for improvement. She is constantly looking for ways to improve the home and provide new opportunities for the child.

There is a stable, consistent workforce. This means that the child is supported by staff they know and can build relationships and settle into the home. Staff have clear roles and responsibilities and have a shared sense of ownership and accountability. They work well as a team and managers lead by example.

Supervision sessions take place regularly. These are practice related and are a supportive tool for staff. In addition to these, team meetings are held regularly, are well attended and staff understand their value. They are used as an opportunity for staff to share information and reflect on the previous month and as a training and development opportunity.

Staff have completed a wide range of training. Some of this is tailored to meet the child's individual needs and is led by the clinical team. However, there are some shortfalls in training to meet the child's specific needs, such as the therapeutic model used by the staff, sexualised behaviour and Makaton.

The manager and staff are committed to working together with parents, placing authorities, specialist health advisers and schools. They attend regular meetings and reviews. These positive and effective working relationships make sure that children consistently receive a high level of care, and this supports the child to make progress in line with their individual targets.

# 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     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| <p>The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential; and</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1) (2)(c))</p> <p>Specifically, the registered person should ensure that staff have training to meet the specific needs of children.</p> | 11 July 2025 |

## 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:** 2811704

**Provision sub-type:** Children's home

**Registered provider:** Thrive Childcare Services Limited

**Registered provider address:** 11 Gatley Road, Cheadle, Stockport SK8 1LY

**Responsible individual:** Joy Lees

**Registered manager:** Louisa Iqbal

## Inspector

Katie Tomlinson, Social Care Inspector

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