

2815875

Registered provider: First 4 Care Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is run by a private provider. It offers care for up to 2 children with Learning Disabilities.

At the time of this inspection, no children were living at the home.

The home was registered in March 2025, and the manager registered with Ofsted in May 2026.

Inspection dates: 2 and 3 June 2026

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: 24 June 2025

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/06/2025	Full	Good

Summary of findings

The child has made progress in the home from their starting point. The staff team advocated for an education provision, which the child consistently attended. There was a reduction in incidents and risks for the child over the last 4-month period, and professionals reported good relationships between the child and staff.

Risk assessments had been updated, and positive behaviour plans were being followed for the child who has now left. The managers had dedicated time to upskill the staff and consider alternative approaches to behaviour management. This had a positive impact on the child.

The management team has had several changes since the last inspection, but there is now a permanent registered manager in place. The registered manager has the appropriate skills and knowledge and has made positive changes in the home. The staff state they are well supported by leaders and managers. There is now good management oversight in place.

Inspection judgements

Overall experiences and progress of children and young people: good

The child has made progress from their starting point. Positive relationships have been built with staff and there has been a reduction in presenting behaviours and risks. The staff worked alongside their clinical lead to better understand the child and adapt their approach to care accordingly.

Staff actively seek children's views and wishes about their care, which are reflected across documentation, meaning the child's voice is present and strong through all aspects of their care. Key-work sessions for children are both planned and spontaneous, often being led by the child's desire to talk. Staff give regular reassurance to children when sharing their views.

The child had been well supported to attend education. The staff advocated for an educational place for the child and delivered hands-on support in school. One education professional said, 'The staff were brilliant and on board with a consistent approach.' Information has been well shared between staff in the home and school to ensure effective support for the child.

The managers and staff were able to support a well-considered and planned transition for the child. The team supported a positive ending for the child and completed memory and picture books for them to leave with. The child's voice was well captured, and views were shared across the multi-agency team.

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

There has been a reduction in incidents for children since the last inspection. Staff have completed additional workshops on changing the environment and their approach to managing behaviour. This helped the previous child to settle and promoted better relational work. Positive behaviour management approaches have been well implemented.

The child had a detailed care and support plan in place, which was frequently updated. Triggers for presenting risks were identified, and interventions were detailed across three stages. These are clear for staff working with children.

The child had several risk assessments in place specific to their needs. Risk assessments are concise and clearly identified the risk rating. Risk assessments were up to date and reflected changing needs for the child at the point of transition from the home.

The child was listened to when they raised allegations about staff. The manager effectively shared information with partner agencies and considered relevant disciplinary action. The manager investigated the allegation thoroughly, making sure that the child was listened to and that their views were properly considered.

Sanctions are not routinely used for children who come to live in the home, and managers have completed additional training with staff around using positive praise instead of sanctions. Staff are starting to better promote rewards for children and the need to give positive praise and rewards for good choices and behaviour.

The effectiveness of leaders and managers: good

The manager is visible and passionate and has high aspirations for children. Despite only being in post a short time, she has made significant improvements to management oversight in the home. The manager leads by example and is a competent and qualified manager.

The manager has good oversight of documents for the child and robust monitoring and audit systems in place. She has an in-depth knowledge of the needs of children the home and the staff. Management oversight on incidents and risk assessments is present. The members of the wider management team have worked through a detailed action plan to improve standards within the home.

Staff benefit from a good level of support and supervision. Staff share that they are well supported by management. Staff report that they like coming to work. Staff speak highly of additional support from the clinical lead to follow up on reflective discussions and training for them. Staff say that the new manager is approachable and visible.

New staff follow an induction plan to support their development, and this is well considered. The staff also work across different homes to upskill and build confidence and experience working with children with different needs.

Staff have the appropriate qualifications to complete their job roles. All staff are supported to complete their qualification and supported with development plans and progression. Staff spoke positively about the training offer available, but training was not appropriately recorded to reflect the training undertaken.

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

Recommendation

- 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 be updated to include any new training and qualifications completed by staff while working at the home and be used to record the ongoing training and continuing professional development needs of staff – including the home's manager. ('Guide to the Children's Homes Regulations, including the quality standards', page 44, paragraph 10.8 and 10.9)

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: 2815875

Provision sub-type: Children's home

Registered provider: First 4 Care Limited

Registered provider address: 16 St. Wilfrid's Road, Doncaster DN4 6AA

Responsible individual: Frances Russell

Registered manager: Ellen Bullivant

Inspector

Mel Turner, Social Care Inspector

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