

2816819

Registered provider: Endless Possibility Care Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately run children's home provides care for up to three children who may have social and emotional difficulties.

At the time of the inspection, one child was living in the home.

The home and the manager were registered with Ofsted in February 2025.

Inspection dates: 8 and 9 July 2025

Overall experiences and progress of children and young people, taking into account	inadequate
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How well children and young people are helped and protected	inadequate
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The effectiveness of leaders and managers	inadequate
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The children's home is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

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: inadequate

Children's moves into the home are not well planned. Leaders and managers do not obtain information regarding children when they move into the home in an emergency. This means that staff are unable to meet children's needs and safeguard them effectively. As a result, one child experienced a negative experience of moving out of the home.

Changes to the staff team mean that children have not received consistent care from a stable staff team. Action has been taken to recruit new staff, and one child has been able to develop positive relationships with the staff team now caring for them.

Children are spoken with about a range of topics. Managers and staff are responsive so that they are meaningful for the individual child. Key-work sessions have included sex education and healthy relationships.

Children are encouraged to understand their cultural identity. Staff ensure that they provide opportunities for children to have cultural experiences. Plans are in place for one child to attend a specialist hair salon. This supports children to explore and understand their identity.

Staff do not always ensure that arrangements for children to spend time with peers in the community are safe. Staff facilitated arrangements for one child to spend time with peers in areas in which the child posed a risk to others. This left the child and others at risk of harm and police intervention being required.

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

Staff do not safeguard children when they are at risk in the community. Staff have permitted children to spend time in areas where there are known risks of exploitation for the child. For one child, plans did not include all known risks and vulnerabilities, and staff did not take action to safeguard them appropriately.

Leaders and managers do not ensure that child protection procedures are followed when children are injured by staff. Allegations are reported to safeguarding professionals. However, records do not demonstrate that appropriate action is taken to address staff actions when they cause harm to children.

Incidents for one child have not been managed well. Staff lack professional curiosity following incidents and do not take action to ensure the child's safety following incidents of the child causing significant damage to their bedroom. Staff did not check on the child's welfare when the child was at risk of self-harm. This left the child at risk of harm.

Staff did not challenge or advocate for one child when they suffered injuries during incidents of restraint by police. No action was taken on behalf of the child to challenge practice and understand the child's experience. This does not support children to feel valued and safe.

Risks for the child currently living in the home are clear and well understood. Plans set out clear actions for staff to take to care for the child safely. The child has been supported following an incident of self-harm. However, not all risks are clearly recorded in risk management plans.

The effectiveness of leaders and managers: inadequate

The leadership and management of the home is ineffective. The current registered manager has spent some time away from the home and has submitted their resignation. Leaders and managers recognise the shortfalls in the care provided to the child who has now moved on from the home. However, despite undertaking reflective work on these shortfalls, changes to care planning processes for the child currently living in the home were not implemented at the time of them moving in. Consideration was not given as to whether the staff were able to meet the child's needs and provide the level of care required.

Management oversight of incidents is poor. Shortfalls in staff practice have not been identified. As a result, action has not been taken to address these issues with staff.

Staff say that the management team is supportive and approachable. Regular supervision sessions and daily handovers take place. Regular team meetings provide good opportunities to share information, and the minutes are detailed.

Children's case records reflect their everyday lives. Records are written directly to children and are child focused. Children are involved in deciding what actions staff need to take when they are upset, and with support from staff contribute to how they are written. This helps staff to provide care in line with children's wishes.

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; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child protection policies; that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm; that the effectiveness of the home's child protection policies is monitored regularly. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(v)(vi)(vii)(b)(e))	31 August 2025

In particular, the registered person must ensure that where there are concerns regarding a child's safety, action is taken to safeguard children. Concerns raised by children must be acted upon. The registered person must ensure that all children's risks are clearly recorded and that staff understand what actions they need to take.	
In meeting the quality standards, the registered person must, and must ensure that staff— seek to involve each child's placing authority effectively in the child's care, in accordance with the child's relevant plans; seek to secure the input and services required to meet each child's needs; if the registered person considers, or staff consider, a placing authority's or a relevant person's performance or response to be inadequate in relation to their role, challenge the placing authority or the relevant person to seek to ensure that each child's needs are met in accordance with the child's relevant plans. (Regulation 5 (a)(b)(c)) In particular, the registered person must challenge the placing authority or relevant person effectively when plans for children do not have accurate, up-to-date information.	31 August 2025
The care planning standard is that children— receive effectively planned care in or through the children's home; and have a positive experience of arriving at or moving on from the home. In particular, the standard in paragraph (1) requires the registered person to ensure— that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home's statement of purpose; that arrangements are in place to—	31 August 2025

ensure the effective induction of each child into the home; manage and review the placement of each child in the home; and plan for, and help, each child to prepare to leave the home or to move into adult care in a way that is consistent with arrangements agreed with the child's placing authority; that the child's placing authority is contacted, and a review of that child's relevant plans is requested, if— the registered person considers that the child is at risk of harm or has concerns that the care provided for the child is inadequate to meet the child's needs; the child is, or has been, persistently absent from the home without permission. (Regulation 14 (1)(a)(b) (2)(a)(b)(i)(ii)(iii)(e)(i)(ii))	
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; ensure that staff have the experience, qualifications and skills to meet the needs of each child; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; feedback on the experiences of children, including complaints received; and	31 August 2025

use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(c)(f)(ii)(h))	
The registered person must maintain records (“case records”) for each child which— include the information and documents listed in Schedule 3 in relation to each child; are kept up to date; and are signed and dated by the author of each entry. (Regulation 36 (1)(a)(b)(c)) In particular, the registered person must ensure that each child has an accurate record that clearly sets out known risks and/or behaviours.	31 August 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: 2816819

Provision sub-type: Children's home

Registered provider: Endless Possibility Care Limited

Registered provider address: 11–13 Station Road, Kettering, Northamptonshire NN15 7HH

Responsible individual: Sarah McConnell

Registered manager: Margaret Sankey

Inspector

Nicola Forrester, Social Care Regulatory Inspector

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