

SC023737

Registered provider: Ethelbert Specialist Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home provides care for up to three children with social and emotional difficulties.

The home's statement of purpose says it aims to provide a caring, nurturing 'family' environment. The staff team provides a parental approach to the children with boundaries and expectations similar to that of a traditional family.

The manager registered with Ofsted on 21 October 2020.

Inspection dates: 7 and 8 March 2023

Overall experiences and progress of children and young people, taking into account	good
How well children and young people are helped and protected	good
The effectiveness of leaders and managers	outstanding

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 14 February 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/02/2022	Full	Good
31/01/2019	Full	Good
07/02/2018	Full	Good
19/01/2017	Interim	Improved effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

Children say they enjoy living in the home and feel well looked after. They are supported to have positive relationships with each other and with staff based on trust, kindness and respect. Staff create an environment that is homely, nurturing and stimulating. Many areas of the home have been modernised since the last inspection and there is a clear plan for further improvements in the coming months.

Children are supported by staff who are knowledgeable about their ethnicity and culture. They provide care that meets children's cultural and religious needs, and which celebrates diversity. As a result, children are developing their confidence and self-esteem. Key workers review children's targets and progress is clearly shown.

Staff understand the importance of making sure that children are being prepared to leave their care. Children have tailored independence plans which support them in developing skills for life such as cooking, budgeting and using public transport. Children's achievements are celebrated and praised.

Children's education is promoted, and they are making good progress. There is daily communication from the home to the respective schools. One child recently told staff that she was struggling to understand assignments and the home requested dyslexia screening. This led to more support being provided at college.

Staff are aware of children's health needs. Staff encourage children to take responsibility for their own health, but advocate for them and refer on for specialist support services.

Children are supported to see family members and other important people in their lives. One family member said how appreciative she was of staff support during family contact visits. Relationships with other professionals are positive. One social worker said, 'The staff are brilliant, so friendly and are clearly committed to my young person. They will go above and beyond for her, which I really appreciate.' Another said, 'She [the child] has made brilliant progress in the home, has been able to acknowledge that she is happy living there and has built good relationships with the staff, which is something she finds difficult.'

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

Risks for children are well known. Assessments and behaviour support plans provide guidance to staff in managing some very complex behaviours to support children and encourage positive behaviour.

The manager regularly and robustly reviews risk assessments for children. Staff know how to respond to children who are missing from home and report

safeguarding concerns. Whistle-blowing procedures are clear and the induction process ensures that inexperienced staff are quickly familiar with them.

Children's meetings take place regularly and cover topics such as breast awareness, internet safety and beach safety. Children engage well and use the meetings to reflect on their own safety and experiences.

Recruitment and induction procedures are thorough, and the manager is keen to recruit staff with diverse backgrounds and experiences.

When safeguarding incidents occur, staff follow guidance and procedures closely and reduce the risk of harm to children. Systems are in place to track and monitor incidents and ensure that staff remain up to date. This enables them to adapt and change approaches and strategies.

The effectiveness of leaders and managers: outstanding

The manager is clear about her vision for the home and the high standard of care and support she expects for children. She is aware of areas of development for the home and has clear action plans in place to address these. She places a strong emphasis on high-quality relationships between staff and children which reflect the aims outlined in the statement of purpose.

The manager challenges other professionals effectively to ensure that the right services are being put in place for children, and that children are being appropriately safeguarded by other agencies. This is having a positive impact on children's progress and plans.

The manager has exceptionally good oversight of the home. The staff group is stable and staff morale is high. Staff speak positively about the impact the manager has on the home and how she is always available to the children and staff. They have confidence in her management and, as a result, feel empowered in their roles.

The manager supports staff with regular reflective supervision. New staff are supported with a well-structured induction plan and regular probationary reviews. If the probationary period is extended, staff are clear about the reasons for this and the support they will receive to successfully meet targets.

Records are well maintained, and the manager has robust recording systems in place to monitor and review the progress of children and staff.

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: SC023737

Provision sub-type: Children's home

Registered provider: Ethelbert Specialist Homes Limited

Registered provider address: Ethelbert Specialist Homes Limited, 17 Leigh Road, Ramsgate, Kent CT12 5EU

Responsible individual: Leslie Davenport

Registered manager: Alisia Whiteman

Inspector

Mike Simmonds, Social Care Inspector

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