

# 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 needs. The home's statement of purpose says the staff team aims to provide a parental approach to children, with boundaries and expectations similar to that of a traditional family. Three children lived in the home at the time of the inspection.

The manager registered with Ofsted on 21 October 2020.

### Inspection dates: 20 and 21 March 2024

|                                                                                           |             |
|-------------------------------------------------------------------------------------------|-------------|
| <b>Overall experiences and progress of children and young people, taking into account</b> | <b>good</b> |
| 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:** 7 March 2023

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|----------------------|
| 07/03/2023      | Full            | Good                 |
| 14/02/2022      | Full            | Good                 |
| 31/01/2019      | Full            | Good                 |
| 07/02/2018      | Full            | Good                 |

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Since the last full inspection in March 2023, two children have moved out of the home in planned ways. One child asked if they could stay for the duration of the summer holidays before moving on. This was agreed by the child's social worker. The registered manager planned lots of fun and exciting trips to support this positive ending. During one trip, while on a boat, the registered manager jumped fully clothed into the sea with the children. The child said, 'Best memories ever!'

Before new children move in, staff speak to the children already living in the home to gain their views and opinions. One child said they would really like to live with younger children, as this supports their desired career in working with children. This child is now an appropriate role model for the younger children. One child said, 'She is like a great big sister.'

Staff support children well to move out of this home. They listen to children and advocate for their views and wishes in important meetings. Staff appropriately reduce their support, with clear guidance and planning in place, to help children in taking measured independent steps. This sensitively supports children to ready themselves in leaving the home with key social and independence skills. One social worker said, 'The child lived there for three years. They were able to build relationships with staff, attended mainstream school and complete their GCSEs.'

Staff and the registered manager are strong advocates for keeping children in their educational settings and help them to attend these provisions. When concerns arise, they meet with education professionals and social workers to make alternative arrangements and put additional support in place. This means the children make very good progress, especially from their starting points.

Staff support children to partake in meaningful activities and attend weekly clubs. Children gain valuable life lessons in learning to swim and staying safe when at the beach or spending time online. Staff individually tailor focused learning and workshops to support children's differing ages and understanding. This means staff sensitively and appropriately expose children to risk in a researched and well-informed way.

Staff give a lot of thought and effort to celebrating children's birthdays and cultural celebrations. When children leave, staff lovingly prepare memory books, host parties and invite significant people. This makes children feel valued and helps them to move on in a positive and memorable way.

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

Staff support children to understand their emotions using a range of social and behavioural targets. Children are heavily invested in their targets and recognise the

progress they are making. This is positively supporting children's social and emotional growth.

Staff speak to children about their worries and feelings. Children say they feel listened to and can speak with a trusted member of staff. When difficulties arise in the home, staff are quick to intervene and support children to navigate their emotions. Staff understand the children's group-living dynamics well, and there are clear strategies in place to promote positive relationships. Since the last full inspection, there have been no recorded incidents of bullying.

Staff regularly check in with children about the quality of care they receive. This includes areas such as menu planning, activities, bedrooms, education and arrangements to see their families. The child's voice is strong here and largely reflects a happy and stable home. When children raise concerns, staff talk to them to understand how they can help and make things better. This approach means that children's views are listened to and used to make a difference in how they are cared for.

The registered manager completes thorough compatibility assessments before children move in. This mirrors information shared by placing authorities and demonstrates how staff intend to meet the children's individual needs. The registered manager has completed detailed risk assessments around the children's dynamics, risks and vulnerabilities. The systematic review of this assessment, after children move in, helps to inform the pre-arranged placement planning meeting with the child's placing authority. This means any additional needs or observations can be discussed and, where needed, further support can be put in place.

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

The registered manager demonstrates a strong sense of ambition and has high expectations of her staff and the children she cares for. As a result, there is a strong shared community ethos of helping each other. A staff member said, 'The manager is the glue that holds us all together.'

The registered manager is highly visible and organised. Her methodical approach to monitoring and care planning for children means information is streamlined, synced and directional for staff. She demonstrates an unquestionable commitment and passion to providing the highest possible standards of care for children.

The registered manager empowers staff and supports them to improve on their skills. Staff share delegated tasks and understand everyone's roles and responsibilities. This means the children are cared for by a skilled workforce that keep their training regularly refreshed and personal to their professional development.

The registered manager and one senior support worker offer brilliant staff support and provide regular and reflective supervision to them. This means that staff can

reflect and review on their experiences, performance and professional development. Staff say they feel supported, valued and part of the team.

There were no requirements or recommendations made at this inspection.

## **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:** 17 Leigh Road, Ramsgate, Kent CT12 5EU

**Responsible individual:** Leslie Davenport

**Registered manager:** Alisia Whiteman

## Inspector

Kelly Monniot, Social Care Inspector

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