

SC023746

Registered provider: Ethelbert Specialist Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and run by a private organisation. It provides care and accommodation for up to three children with emotional, social and/or behavioural difficulties.

The manager registered with Ofsted in March 2023.

Inspection dates: 27 and 28 March 2023

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: 2 June 2021

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
02/06/2021	Full	Outstanding
10/12/2019	Full	Good
08/01/2019	Full	Good
23/10/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children are looked after by a caring and friendly staff team. Staff use their knowledge and wide range of experience to ensure that children have wonderful experiences and good outcomes. One child said, 'If it was not for the staff and manager I would have not been here today. They did not just care for me, they loved me.'

The manager and staff share positive working relationships with other agencies. They have worked closely with other professionals and foster carers to provide well-planned moves for children to semi-independent homes and to foster families. The staff team and the manager promptly share information regarding children's safety and their care with professionals and parents. Decisions regarding children's care needs are made jointly, in the best interests of the children.

Some children have made good progress in their education. Staff support children with their educational needs and ensure that encouragement is given to those who struggle with their education. They take children further afield to their college placements and praise them for their efforts to maintain high attendance and performance. Staff work alongside schools and local authorities to promote children's education.

Staff acknowledge children's views and opinions. They use very creative ways to gather children's views. When children struggle to talk to staff and peers, staff patiently give children time and protected space to express themselves. Both well-planned and natural processes are used to hold one-to-one discussions and house meetings with children. Consequently, children feel listened to and valued.

Children take part in a variety of activities. Staff encourage children who struggle with social skills to access the community and enjoy activities of their choice. Children enjoy activities such as golf, visits to the local water park, bike riding and attending the youth club where they meet peers, make friends and develop social skills.

Staff empower children. They use well-structured child-centred independence plans to support children to develop skills and prepare for adult life. Children have opened bank accounts, been given their national insurance details and carried out tasks in preparation for their move to supported living and foster care. One child said, 'I'm so happy that the manager and staff helped me decorate my new flat.'

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

Staff understand children's individual risks. These risks are detailed in assessments and are reviewed with local authorities. The manager holds reflective discussions

with staff in group meetings and handovers about how to manage risks and keep children safe.

Children do not go missing from the home. Well-documented protocols are in place to guide staff if children do go missing.

Staff help children to understand and adhere to the home's rules and guidelines. When children struggle with their emotions, staff use verbal de-escalation and positive measures to help them to calm. This has resulted in a decrease in restraints and encouraged children to positively seek staff support to reflect on their feelings. However, on one isolated occasion, managers failed to ensure that staff fully adhered to a child's behaviour plan.

Leaders and the manager adhere to safer recruitment processes. All checks are completed and staff are thoroughly vetted before employment. This ensures that children are cared for safely.

The effectiveness of leaders and managers: good

The home has a new manager who is in the process of registering with Ofsted. He has worked with a long-serving staff team to implement new child-centred approaches to care. This has helped staff to understand the concept of working with young adults and provide good outcomes.

Leaders, the manager and staff promote children's progress. They use well-structured and effective processes to track and evaluate children's progress. These include the use of well-documented child-centred reports that help children track their own progress and areas of development. Children's progress and achievements are acknowledged and recognised through well-deserved outcomes and rewards.

Staff receive regular supervisions and appraisals. They use these meetings to discuss practice issues and the care given to children. Regular staff meetings and well-planned handovers influence good practice. Staff have positive working relationships with the manager and feel supported. One member of staff said, 'It's good to have a manager who empowers staff and helps them develop new skills.'

The manager and leaders promote staff's professional development. Staff receive regular training in line with children's current needs. Training and workshops from external providers on topics such as safer use of the internet, social media and child sexual exploitation have been provided to staff. This enhances staff's knowledge and promotes good standards of care to children.

On occasions, leaders and managers have not notified Ofsted about serious events. This means that Ofsted has not always been able to have the required level of regulatory oversight between inspections.

Leaders and managers promote diversity, tolerance and children's cultures effectively. Children are supported to understand each other's differences and

abilities. When children make unkind comments about each other, staff challenge these immediately and support children to understand each other's needs and the impact of their actions on others. Children learn respect and how to be kind to others.

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, 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 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— use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(h)) In particular, ensure that staff always manage behaviour in line with children's plans.	30 June 2023
The registered person must notify HMCI and each other relevant person without delay if— an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious; there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(b)(c))	30 June 2023

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: SC023746

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: Mark Griffiths

Inspector

Alphie Khumalo, Social Care Inspector

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