

SC025712

Registered provider: The Together Trust

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is operated by a voluntary organisation. The home provides care for up to two children with social and emotional difficulties and learning disabilities.

One child lived in the home at the time of the inspection.

Inspection dates: 19 and 20 September 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: 13 December 2022

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
13/12/2022	Full	Requires improvement to be good
06/07/2021	Full	Good
29/10/2019	Full	Good
11/09/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

When moving into the home, the manager and staff ensured that the best possible planning was in place. The manager put in place a plan that was sensitive to the child's needs. As a result of this, they were welcomed into the home sensitively. This helped to ease the child's anxieties and provided them with a positive experience. When asked about the move, the child's social worker commented, 'They went above and beyond,' and 'They made sure that there were regular visits to [Name of child], and they took the time to get to know them.'

Internal care plans are effective. These are clear and identify the child's needs, and they also include achievable targets. The manager works with external therapists and clinical psychologists to help inform plans. As a result of this, the child living in the home is making progress.

Staff spend time with the child and know them well. There is a strong, positive culture within the staff team. Staff are warm, nurturing and caring towards the child. The practice observed throughout the inspection was remarkable. Staff have been influential in supporting the child to develop their confidence. As a result of this, they are speaking more openly with staff.

The child's views, wishes and feelings are held in the highest regard. Staff always place the well-being of the child at the centre of their practice. The child's achievements are recognised and celebrated. Staff support the child to take part in a wide variety of experiences, and they have lots of opportunities to have fun.

The manager and staff promote education. If a child is not in full-time education, there are clear plans in place to support learning. Staff use creative strategies to support children to regain their confidence in education.

There are clear health plans in place, and the child has access to local health services. Staff support the child to explore anxieties around attending health appointments. As a result of this, the child living in the home has made significant progress, and their health is improving.

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

The manager and staff know the child's risks and understand them. They work with external professionals to identify and assess new risks for the child. The manager ensures that risk management plans are individualised and up to date. However, not all strategies in the risk management plans are clear and directive.

Staff hold the child only to keep them safe. This is used as a last resort. This practice is in line with the home's policies and procedures. Following the use of restraint, the manager ensures that the child and staff involved are provided with

opportunities to reflect. A manager has reviewed records of restraint. Learning outcomes are identified and are used to support practice development.

Safe recruitment means that only suitable staff work at the home. Health and safety arrangements mean it is a safe place to live. Children and staff regularly practice evacuating the building in case of a fire. Therefore, everyone knows how to respond in an emergency.

Positive behaviour is consistently promoted in the home. Staff make use of reward charts to promote and reward the child's positive behaviour. This is effective and helps to develop the child's self-esteem.

The effectiveness of leaders and managers: good

A qualified, experienced manager leads the home. She is enthusiastic and ambitious for children. An experienced assistant manager supports the manager. She shares the manager's ethos and holds high aspirations for children. This filters through to the staff team and helps to promote a strong, aspirational culture.

The manager has a good understanding of the skills, knowledge and expertise of the staff team. All staff working in the home complete mandatory training. The manager provides extra staff training, which is in line with children's needs.

The experienced staff team is stable and consistent. Staff are clear about their responsibilities and accountabilities. They are child-focused and have a sense of shared ownership about their practice. Staff feel valued and supported by the managers in the home.

The manager ensures that staff receive regular supervision. Supervisions are supportive and reflective; they focus on staff development and practice. When there have been concerns around staff practice, these have been appropriately addressed.

There is a safe area report in place. This has recently been updated to take into consideration the new child living in the home. The manager has consulted with external agencies and appropriately assessed external risks.

The manager has developed positive working relationships with professionals. The manager and staff understand the importance of effective partnership working and how this contributes towards the child's positive experiences in the home. One social worker commented, 'Communication is brilliant; they are really clear and direct.'

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

Recommendation

- The registered person should ensure that when implementing new risk assessments, the strategies included are clear and directive. ('Guide to the Children's Homes Regulations, including the quality standards', page 42, paragraph 9.5)

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: SC025712

Provision sub-type: Children's home

Registered provider: The Together Trust

Registered provider address: The Together Trust Centre, Schools Hill, Cheadle SK8 1JE

Responsible individual: Jill Sheldrake

Registered manager: Lillian Adamson

Inspector

Kimmy Feeley, Social Care Inspector

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