

SC036262

Registered provider: Derbyshire County Council

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and operated by a local authority. It is registered to provide care for up to three children who have emotional and social difficulties.

There are three children living in the home at the time of this inspection.

The manager is experienced and registered.

Inspection dates: 19 and 20 December 2023

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 16 November 2022

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/11/2022	Full	Outstanding
25/01/2022	Full	Outstanding
09/10/2019	Full	Good
20/02/2019	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The children receive exceptional care from staff who truly want them to reach their full potential. Staff take their responsibility for caring for the children seriously. Their nurturing approach to the children's care creates a sense of belonging and security for the children. One child spoke of this being their home and they wanted to remain living there. This further emphasises the positive impact of the care provided to the children.

The children are all in excellent health and attend all health appointments. The staff have been proactive in requesting a specific health assessment for a child due to their presentation. The assessment will determine if a diagnosis is given and in turn, what support is required to assist staff to respond to the individual needs of the child. The children always choose their meals for the coming week, and they have a varied and balanced diet. When children place their own health at risk, staff should have an ongoing dialogue with the children and provide opportunities to offer guidance and support.

The staff adopt a therapeutic parenting approach that is integrated into all aspects of care. This promotes positive outcomes and leads to excellent progress for the children. The staff and children have developed strong and highly nurturing relationships. The basis of these relationships promotes open and honest discussions. The staff possess the necessary knowledge and skills to explore highly sensitive topics with the children demonstrating a commitment to addressing their overall well-being.

All children attend school and are making notable progress. For one child they have progressed from tutoring in the home to attending school on a full-time basis. This is a direct result of the exceptionally proactive stance of the leadership team in the home. They understood the child's barriers to learning which was key to him attending school. They visited several schools to identify the right environment and teaching style that aligned to the child's needs. The child thoroughly enjoys school now and is having opportunities to promote their learning and develop social skills.

Staff collaborate closely with families. They foster a strong partnership to achieve shared goals for the children. Staff keep in touch with families, so they know what is happening in the child's life. The value of the children's friendships is also very much recognised. Staff have created a home for the children where they feel comfortable welcoming their friends to. This allows children to have opportunities comparable to their peers.

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

All the children have very detailed safe care plans that are updated on a regular basis. These set out the known behaviours of children and provide staff with the knowledge to effectively support children.

Incidents rarely happen in the home. When they do, they are effectively managed by staff due to their knowledge of the children. There is precise and detailed recording of events that show exactly what happened, what actions have been taken and what needs to be done. Any actions are prioritised to ensure that children remain safe.

The staff in the home demonstrate a proactive approach to safeguarding. They actively seek advice and support from external agencies whenever it can benefit the children, facilitating a more thorough exploration and resolution of issues.

The staff actively encourage children to develop their individual skills, fostering independence. Staff do this by supporting children to take manageable risks, such as independently using public transport or walking to and from the local shop. Children have benefitted from being able to do these tasks and their confidence has increased when out in the community.

Children have mobile phones, and staff provide education on safe usage. Home internet security systems add a further layer of security. This helps to address potential internet risks and ensure children's safety while ensuring children benefit from enjoying technology and the internet.

Safer recruitment checks have been completed and this ensures that staff recruited are safe to work alongside children. The manager ensures that vetting processes are stringent to ensure only the right staff get to work in this home.

The effectiveness of leaders and managers: outstanding

The manager receives support from a deputy, forming an effective and highly capable leadership team. Together they have a seamless approach to how the home is run. Their oversight and proactive approach to work ensures that the home remains effective and efficient in the way that care is delivered each day. They are driven by their own vision whereby children are provided with every opportunity to be happy and make progress in all areas of their life.

The leadership team are very reflective and through their oversight of the home, children's needs are always met. They try and pre-empt situations where issues could arise for children. Having a proactive approach allows any issues to be resolved earlier meaning less impact on the child.

Team development is a priority in the home. The staff report that the team meetings are highly beneficial, and opportunity is provided for reflective discussions. This

ensures the team is consistently learning and refining their skills, ultimately resulting in the delivery of exceptional care for the children. The team minutes would benefit from fuller recording so any staff not at the meeting can have a full overview of what was discussed.

Collaboration with multiple agencies stands out as a notable strength within the home. Professionals have observed that the staff consistently go above and beyond for the children, creating an environment where the children genuinely feel cared for and valued.

The staff experience a genuine sense of appreciation for their work, contributing to excellent staff retention. This stability ensures that children consistently receive care from familiar adults who know them well. In praise of the leadership team, a staff member spoke about them offering robust support and maintaining a strong focus on the well-being of the children.

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

Recommendations

- The registered person should ensure that, in line with their individual health plans and the ethos of the home, children are offered advice, support and guidance on health and well-being. Staff should have the relevant skills and knowledge to be able to help children understand, and, where necessary, work to change negative behaviours in key areas of health and well-being such as, but not limited to, nutrition and healthy diet, exercise, mental health, sexual relationships, sexual health, contraception and use of legal highs, drugs, alcohol, vaping and tobacco. ('Guide to the Children's Homes Regulations, including the quality standards,' page 35, paragraph 7.18)
- The registered person should ensure that there is sufficient detail in the team meeting minutes so any absent members of staff can be fully updated when reading these. This will ensure that all staff consistently follow the homes policies and procedures and are up to date regarding the needs of the children. ('Guide to the Children's Homes Regulations including the quality standards', Page 54, paragraph 7.18)

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: SC036262

Provision sub-type: Children's home

Registered provider address: Derbyshire County Council, County Offices,
Matlock, DE4 3AG

Responsible individual: Luke Impey

Registered manager: Stuart Beresford

Inspector

Lizette Watts, Social Care Inspector

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