

SC043732

Registered provider: Lincolnshire County Council

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a local authority. It is registered to provide care for up to 11 children with disabilities.

The manager is registered with Ofsted.

Inspection dates: 22 and 23 October 2025

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: 23 July 2024

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/07/2024	Full	Outstanding
03/01/2024	Full	Good
07/02/2023	Full	Good
08/11/2022	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children's progress, experiences, wishes and views are central and embedded in the home's approach. These elements are well understood and unquestionably used as the foundation for developing high-quality, wraparound care. This child-focused ethos ensures that care is not only responsive but also deeply personalised and therapeutic. Since the last inspection, four children have moved on and five children have moved in. Eleven children currently live at the home. All the children were present and most were spoken to or engaged with inspectors during the two days.

Children living at the home benefit from consistently high-quality care delivered by a skilled and experienced staff team. Staff demonstrate a deep understanding of each child's individual needs, particularly in relation to children's health and communication needs. They have access to a wide range of tools and strategies to support effective communication, which are used alongside other methods to ensure that children can express themselves confidently. This approach actively promotes children's voices being heard and respected.

Children and staff have excellent relationships. Children spend meaningful and purposeful time with staff. The manager and staff have cultivated a safe, playful and emotionally secure environment that enables children to relax, express themselves freely and engage positively with others. This nurturing atmosphere contributes to children having consistently excellent experiences and making outstanding progress, often exceeding expectations across multiple areas of their personal development.

Children grow in confidence and self-esteem because they are so well supported by staff. Staff consistently demonstrate acceptance and appreciation for each child's individuality, creating a culture where children feel valued and understood. As a result, children's personalities flourish, and they develop a strong sense of identity and confidence.

One-to-one work with the children is purposeful, dynamic and reflective, with therapeutic approaches being used to deepen understanding and strengthen relationships. Staff members are clearly committed to promoting achievement and celebrating success through these structured activities and informal engagement. Children thrive from an exceptionally resourceful team. This supports children to develop positive, trusting and meaningful relationships with staff.

Children are actively involved in decisions about decor and changes within the home, fostering a sense of ownership and belonging. Bedrooms are individually tailored to reflect each child's personal interests and preferences. Throughout the home, children's artwork and photos celebrate the children's achievements and experiences,

contributing to a nurturing and homely environment where they feel valued and at ease.

Children's contact with their families is planned, encouraged and supported where this is in their best interests. There is excellent communication between the manager, staff, family members and other external professionals. Staff are creative in adapting and ensuring their time with families is positive and children can experience new things together as a family. Parents spoken to during the inspection spoke very highly of the staff and the exceptional communication, nurture and care shown to their child. One parent said, 'I have never seen him happier since he has moved into the home.'

Children receive exceptional support and assistance when leaving the home. There is a lot of consideration and sensitive planning to prepare them to move. The staff are dedicated to ensuring a smooth transition for children, especially during significant changes such as moving into their own home. They help to minimise the stress and confusion that can often accompany such moves. The manager and staff demonstrate an unwavering commitment to the children and go above and beyond to continue to provide emotional support once children move. They do this because they understand the gravity of such life-changing experiences.

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

Children's safety is a priority for staff. They are attuned and responsive to the risks that are present for children individually and as a group. Effective safeguarding practice has created a safe and supportive environment where the children feel secure. The manager has fostered an open culture that prioritises transparency, accountability and continuous improvement, which assists in creating an environment where children are protected from harm and supported to thrive.

Staff are extremely diligent. They are vigilant and responsive, and their professional curiosity is strong. This ensures that any potential risks to children are understood and minimised. Staff prioritise the safety of the children and have a solid and comprehensive understanding of each child's individual needs and vulnerabilities. Clear and cohesive plans are in place, with strategies to minimise potential risk, and these continue to evolve. Children's plans are continually reviewed and adapted to ensure that each child can take positive risks that are safe but enable them to continue to become confident and flourish.

Risk assessments are extremely thorough. They provide clear and concise information about how children need to be supported for staff. Staff know and understand the underlying causes of concerns to more complex emotions that children can present with.

Staff are vigilant and are curious to explore children's feelings and well-being. When there are known anxieties, patience and understanding are in abundance and, where possible, staff know how to de-escalate situations before they evolve into incidents. Children know that the staff are genuinely invested in keeping them safe, which fosters a sense of trust and belonging that is essential for their emotional growth.

Staff demonstrate a strong understanding of safeguarding procedures. When an allegation arises, leaders and managers promptly refer it to the relevant safeguarding authorities, ensuring that a thorough investigation is conducted without delay. All outcomes are carefully documented, and appropriate measures are implemented to support both children and staff throughout the process. This approach reflects a serious commitment to addressing concerns and actively working to protect individuals from harm.

Medication systems are thorough and secure. When medication errors have occurred, these have been swiftly addressed. The manager has been quick to investigate each incident. Changes to practice have been implemented to avoid reoccurrence. All staff are trained in medication administration and undertake a competency assessment, and ongoing assessments are effective in ensuring that staff remain confident and efficient. As a result, the likelihood of further errors is minimised.

The home's location assessment has been updated. This evidences consultation with relevant people such as the police, health and road safety specialists. This consultation is important and has enabled relevant people to comment on the suitability of the home's location and for them to have the opportunity to share information that may have an impact on children's safety.

The effectiveness of leaders and managers: outstanding

The registered manager is earnest and is an exceptional leader and role model. He is clearly proud of his dedicated and skilled leadership team. Leaders set high standards and expectations for children's care and are excellent role models for staff. They model an effective, positive, inclusive and child-centred culture. They seek and are highly active in gaining insight and a full understanding of the child's journey to ensure they can promote, support and enable children to thrive. The registered manager has a detailed understanding of the home's strengths and areas of development, which he takes a continued active stance and challenge to move forward.

The manager demonstrates strong and effective leadership and is well respected by the staff team and children. His unwavering commitment to the children is evident in the decisive actions he takes to ensure their needs are consistently met. He promptly escalates concerns when standards fall short, reinforcing a culture of accountability. Through his persistence and dedication, he has cultivated a positive and motivated team environment, resulting in consistent, high-quality care that nurtures children's development and well-being.

There is a stable and diverse staff team. Staff report being very happy at work, and team morale is high. The staff show great resilience, are meticulous in working with the children and are invested in the children's care. Staff say they feel supported and have confidence in the manager. Training is extensive for staff, which allows them to continue their dynamic learning and development. Regular team meetings offer a variety of opportunities for learning and reflection and are informative. This solid foundation creates a strong, positive team that is consistent and passionate about the home, and especially the children.

Partnership work and collaboration with external agencies is a strength of this home. This approach promotes the full involvement of families and professional networks around the child. During this inspection, social workers, family members and health clinicians commended the manager and staff on the good communication and the high quality of care provided. A common thread in the feedback provided is the positive communication, the progress children make and how happy they are living at the home.

All staff are dedicated to the children, regardless of their role and responsibility. For example, the cook takes time to understand and know each child's eating and drinking needs and habits. Together, staff all work tirelessly to provide a positive and nurturing environment. Children's lives have been transformed due to the care they receive in the home. The staff use their knowledge, skills and experience to meet the needs of the children in a nurturing manner. This high-quality care promotes excellent outcomes for the children.

The management team demonstrates a strong ambition for both staff and children. Through their leadership, managers have fostered an environment of stability and safety, allowing children to thrive and reach their potential. Their deep understanding of the children and their ability to build meaningful relationships are highly admirable.

No requirements or recommendations have been made following 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: SC043732

Provision sub-type: Children's home

Registered provider: Lincolnshire County Council

Registered provider address: Lincolnshire County Council, County Offices,
Newland, Lincoln LN1 1YL

Responsible individual: Tara Jones

Registered manager: Paul Tallentire

Inspectors

Thirza Smith, Social Care Inspector
Zoey Lee, Social Care Inspector

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