

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 has applied to register with Ofsted.

Inspection dates: 23 and 24 July 2024

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	good
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The effectiveness of leaders and managers	good
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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: 3 January 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/01/2024	Full	Good
07/02/2023	Full	Good
08/11/2022	Full	Inadequate
22/09/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Since the last inspection, three children have moved on from the home. At the time of this inspection, 10 children were living at the home. All the children were present and most spoke or engaged with inspectors during the two days.

Children and staff have excellent relationships. Interactions are good humoured and respectful. Children trust staff and seek interaction and reassurance from them. Children and staff enjoy spending time together, and there is lots of fun and laughter. Staff speak about children with enthusiasm, love and compassion. They demonstrate unwavering commitment to the children and go above and beyond. This outstanding care gives children the confidence to achieve goals that are important to them.

Children grow in confidence and self-esteem because they are so well supported by staff. Children can express their individuality and take pride in their achievements. For example, the home is having a celebration and graduation day for all the children, where they will be presented with individual certificates with people who are important to them there to see and celebrate. This supports children to thrive and progress.

Children's health needs are exceptionally well considered and met by staff. Staff work very closely and proactively with health services. This helps to ensure that children's existing and emerging health needs are identified. There is a very strong therapeutic approach. Staff are empathetic, and they understand the complexities of children's physical health and previous life experiences and how these have an impact on them. As a result, children are happy and healthy.

Staff place a strong focus on supporting children to have fun, try new things and have a happy life. Staff go to great lengths to include children in the wider community. For example, one child is a young leader at a club, other children enjoy going out to amusement parks, air museums and trampoline parks. This outstanding practice encourages children to explore their interests and take part in enjoyable, stimulating activities. As a result, children are proud of their achievements and grow in self-assurance. This is a key strength of the home.

Children have a wide variety of opportunities to share their views, wishes and feelings, using different communication methods. These are captured in children's 'chill and chat' meetings, 'my voice' sheets and monthly newsletters. There are also regular consultations provided by independent advocates who spend time with the children to gather their feelings and views. Staff have a detailed understanding of each child's expressions and methods of communication. They involve children in all aspects of the home and always act on what they say. This supports the high-quality wraparound care for children.

Children are supported to spend time with people who are most important to them. Staff understand the importance of children seeing their families and go above and beyond to make sure that visits happen, even when these people live some distance away. Staff are creative in adapting and ensuring that time with families is positive and children can experience new things together as a family. This contributes to the stability of the placement.

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

Inspectors were aware during this inspection of a police investigation into a serious allegation about restriction of liberty at the setting. While Ofsted does not have the power to investigate allegations of this kind, actions taken by the setting in response to the allegation were considered alongside the other evidence available at the time of the inspection to inform inspectors' judgements.

When recruiting new members of staff, managers follow safer recruitment processes. This ensures that only adults who are vetted and assessed as being safe to work with vulnerable children are allowed to work in the home. However, at the time of the inspection, discrepancies were found which did not meet regulations.

At times, staff use physical intervention techniques in response to difficult situations. However, on some occasions, records are incomplete and lack detail regarding what 'hold' has been used. This limits the capacity to learn lessons that improve the care practice of staff or ensure that the holds were needed and carried out in line with protocols.

Staff undertake mandatory training. They also receive training that is tailored to the needs of the children. Staff discuss safeguarding issues in team meetings. This provides opportunities for staff to reflect on specific safeguarding issues. As a result, training is focused on care, support and the safeguarding needs of children.

Medication systems and processes are managed well and are robust. Staff receive the necessary training and assessments to ensure that they are confident and competent in this area. Administration of medication is well thought out and is sensitive to children's individual needs. Healthcare plans are strong. This supports the children's health and well-being.

Staff have received good safeguarding training. As a result, they have a clear understanding of their safeguarding roles and responsibilities. Staff know how to report any concerns they may have. Safeguarding incidents are exceptionally rare. When they occur, staff know how to respond and keep children safe.

The effectiveness of leaders and managers: good

There is currently no registered manager. The acting manager has been in post since October 2023. He understands the importance of registration and this is currently in process. He is reflective of practice and recognises the strengths and areas for

development. The staff team shares the manager's vision for this home. This is to ensure that they provide excellent child-centred care so that all children have the best possible experiences.

Teamwork is fundamental in providing children with the best possible care and support. Staff focus on children's strengths and abilities. The team celebrates all successes with children. Staff are committed to ensuring that each child has the best chances and outcomes possible. The manager and staff see themselves as a family around the child.

Staff say they are happy at work. They are invested in the children's care. Staff say they feel supported and have confidence in the manager. They are supported to develop and grow. Staff access a range of bespoke training that is essential to the individual needs of the children. Research-informed practice underpins the work with children in this home. This means that children receive care from a skilled, reflective and knowledgeable team.

Staff experience a positive level of support through regular one-to-one meetings and team meetings. These are reflective, which means that staff can learn lessons and adapt their practice. Staff also receive daily support and guidance from the management team and each other. As a result, staff feel they have a voice in influencing the high-quality care provided to children.

Partnership work with external agencies is very positive. During this inspection, social workers, family members and health clinicians commended the manager and staff on the good communication and the good 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.

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, The 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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(b)) This specifically relates to ensuring that records of incidents are clear, detailed and demonstrate management oversight, reflection and learning.	27 September 2024
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only— employ an individual to work at the children's home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3). The requirements are that— full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a)(b) (3)(d))	27 September 2024

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

Responsible individual: Tara Jones

Registered manager: Paul Tallentire

Inspectors

Thirza Smith, Social Care Inspector
Linda Mason, Social Care Inspector

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