

SC044224

Registered provider: Progress Care and Education Limited

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is operated by a private organisation and provides care for up to four children with learning disabilities.

The manager has been registered with Ofsted since October 2023.

Inspection date: 3 January 2024

Date of last inspection: 22 August 2023

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Information about this inspection

At this inspection, the inspector evaluated:

- the care of children
- the safety of children
- the effectiveness of leaders and managers.

The inspector has looked closely at the experiences and progress of children, using the social care common inspection framework. This assurance 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'.

Outcome from the inspection

We identified no serious or widespread concerns in relation to the care or protection of children at this assurance inspection.

Findings from the inspection

Since the previous inspection, one young adult has left the home and two children have moved in. Children's transition plans were sensitive to their individual needs and demonstrate that the young adult and children were supported well.

Children are safe and well cared for. Since the previous inspection, the manager has ensured that all children's documentation is available in the home. Children's care plans are updated in line with the home's policies. As a result, staff understand children's needs, and their progress is regularly reviewed.

Children's behaviour support plans are updated following any incidents and include de-escalation strategies for staff. When these strategies are not effective and staff need to hold children to prevent any risk to themselves and others, incidents are clearly recorded. Following incidents, the manager ensures that debriefs take place with children, and that staff have the opportunity to review and reflect on their practice.

There is regular communication between staff at the home and external professionals, including those working in health and education. When there are gaps in knowledge, external professionals provide the staff team with specialist advice and guidance. This has led to children's good health being maintained.

The manager oversees practice in the home via audits and reviewing incident reports. This has enabled the manager to identify and address staff development needs. Staff have undertaken training in case recording, which has improved the quality of records.

All staff are working towards achieving the relevant qualification. However, there continues to be a number of staff who have surpassed the required date for achieving this. The manager is overseeing the progress made by all staff to ensure that any delays in completion are understood and responded to.

Although no appraisals have taken place since the previous inspection, the manager has introduced a revised template for these, alongside a revision of the supervision agenda and team meeting agenda. The changes in supervisions and team meetings have given staff the opportunity to take part in reflective discussions and to consider learning from research in practice.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
22/08/2023	Full	Requires improvement to be good
11/05/2022	Full	Requires improvement to be good
15/03/2022	Full	Inadequate
26/06/2019	Full	Requires improvement to be good

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— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; ensure that staff have the experience, qualifications and skills to meet the needs of each child; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; demonstrate that practice in the home is informed and improved by taking into account and acting on— research and developments in relation to the ways in which the needs of children are best met; and feedback on the experiences of children, including complaints received; and use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(c)(f)(g)(i)(ii)(h))	31 March 2024

In particular, the registered person must ensure that there are systems in place to analyse and evaluate significant events, helping to identify and deliver learning outcomes that can be used to support the development of the staff team.

Ensure that staff have the appropriate qualification by the relevant date.

Recommendation

- The registered person should implement a system where staff appraisals consider, where reasonable and practical, the views of children and other professionals who have worked with the staff member over the year. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.5)

Children's home details

Unique reference number: SC044224

Provision sub-type: Children's home

Registered provider: Progress Care and Education Limited

Registered provider address: The Forge, Church Street West, Woking, Surrey
GU21 6HT

Responsible individual: Laura Rider

Registered manager: Rachel Tandy

Inspector

Sarah Jackson, Social Care Inspector

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Piccadilly Gate
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