

SC065789

Registered provider: Good Foundations Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is one of a number of children's homes operated by a private company. The home is registered to provide care and accommodation for up to three children or young people. The home offers care for young people who have been unable to live at home, or in any other type of provision, because of the problems that they may have.

There is an acting manager in post who is not yet registered.

Inspection dates: 19 to 20 June 2018

Overall experiences and progress of children and young people, taking into account **good**

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

The effectiveness of leaders and managers **good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 21 November 2017

Overall judgement at last inspection: inadequate

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/11/2017	Full	Inadequate

06/03/2017	Interim	Sustained effectiveness
04/10/2016	Full	Outstanding
14/03/2016	Interim	Improved effectiveness

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

Recommendations

- The registered person must ensure that all young people's case records are kept up to date and signed and dated by the author of each entry. ('Guide to the children's homes regulations including the quality standards', page 62, paragraph 14.3)
- Children's homes staff should seek to identify and provide appropriate opportunities for children to develop themselves in accordance with their wishes and feelings and as part of the home's plan for their care. Each child's talents and interests should be understood and nurtured, with children selecting activities based on their personal preferences and abilities, so far as is reasonable. Staff should also support children to try activities that are 'new' for them, where appropriate. ('Guide to the children's homes regulations including the quality standards', page 31, paragraph 6.4)

Inspection judgements

Overall experiences and progress of children and young people: good

Progress for young people is good and results in significant emotional and social development. A social worker commented, 'He has made progress socially, using less cannabis, contact issues have improved and he has a good range of independence skills.'

There have been a number of management and staff changes over the past three months. Nevertheless, the staff's commitment to forging positive attachments means that the young people have positive relationships with individuals who they trust. The staff adhere to consistent boundaries and expectations that provide the young people with warmth and security.

The young people benefit from good health. There is a high level of support offered to them to ensure that their health needs are consistently met.

Staff value education for young people and they support and encourage the young people to attend school and college. Positive relationships with education staff and the virtual headteacher mean that any barriers to learning are quickly identified and addressed.

Some young people, for whom going missing from home was previously a feature of their lives, experience a significant drop in the frequency of these episodes. A parent commented, 'He is safer now staff know where he is at all times.' However, when young people do go missing, staff follow a robust protocol that includes searching for young people as any good parent would.

Young people are listened to, and there are a variety of forums for young people to voice their views, opinions, wishes and concerns. However, when agreements have been reached, such as holiday dates and venues, young people should be kept informed of possible changes and individual preferences should be adhered to whenever possible.

Staff support and nurture young people's relationships with their families, their friends and others who are important to them. The young people have regular contact that is subject to careful assessment and monitoring when this is deemed to be in their best interests.

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

Young people feel safe and are kept safe. They appear comfortable and relaxed around the staff who are caring for them.

A comprehensive range of risk assessments contributes towards protecting the young people. The physical environment is safe and protects young people from accidental injury. Health and safety processes are robust. As a result, the staff are able to take all necessary steps to reduce the likelihood of young people being at risk of harm.

Staff promote positive behaviour through the use of positive rewards and direct work with young people. Young people understand reward systems and feel that they work effectively. As a result, the home is settled, with very few behavioural incidents. Any negative consequences are proportionate to the behaviour, and are thoroughly evaluated by the manager.

The home's safeguarding arrangements acknowledge the risk of child criminal exploitation and the potential of abuse through the links to 'county lines'. Members of the staff team report positively on the training that they have received to address this concern and how it helps promote the young people's safety and welfare. A staff member commented, 'I didn't really know about county lines, but the training has been invaluable, not just for the young people when they are living here, but also when they move on.'

Young people are well prepared for independence. Staff ensure that each young person has an individual independence plan. This plan provides the detail about what young people can do and what areas they still need to develop. As a result, young people learn a wide range of skills that they will require for adulthood.

The effectiveness of leaders and managers: good

There is currently no registered manager for this home. The home is being managed by a very experienced and qualified interim manager, who is in the process of applying to Ofsted to become the registered manager. An experienced deputy manager assists her.

The interim manager has introduced a management checklist, which enables her to routinely monitor, evaluate and analyse the work undertaken by the staff. Daily, weekly and monthly monitoring takes place, and has helped her to identify weaknesses and to take remedial action. As a result, the quality of the records and practice has improved since the previous inspection.

There are clear responsibilities and expectations set out for the staff and they share a sense of ownership regarding the practice in this home. The staff are well led and well managed.

The interim manager and the staff work collaboratively with the other professionals and family members involved in each young person's care and this helps to support positive outcomes. Feedback from professionals and family members is positive, praising both the management and staff's commitment to the young people and the progress that they make.

The management team provides staff with regular and effective supervision and there are suitable arrangements in place to support staff members' continued professional development through annual appraisals. This, in addition to suitable training opportunities and monthly team meetings, means that staff are supported well and have the necessary skills to carry out their roles.

Generally, young people's records are very good, with a good level of management oversight. However, some young people's records require improvement. For example, the managers need to ensure that staff sign and date each record accordingly.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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: SC065789

Provision sub-type: Children's home

Registered provider: Good Foundations Limited

Registered provider address: 6 Tower Quays, Tower Road, Birkenhead, Merseyside
CH41 1BP

Responsible individual: Andrew Mannix

Registered manager: Post vacant

Inspector

Elaine Allison: social care inspector

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