

SC066048

Registered provider: Anderida Adolescent Care Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The children's home is privately owned. It provides care and accommodation for one child with emotional and/or behavioural difficulties.

The manager has been registered with Ofsted since June 2020.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. We returned to routine SCCIF inspections on 12 April 2021.

Inspection dates: 9 and 10 February 2022

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 **outstanding**

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

Date of last inspection: 19 November 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/11/2019	Full	Good
09/08/2018	Full	Good
05/07/2017	Full	Outstanding
18/01/2017	Interim	Improved effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

Children benefit from a dedicated, loving and deeply committed staff team. The passion staff have for their work is evident and enables them to provide quality support to children with complex needs.

Staff work therapeutically with children using their well-developed understanding of the principles of Non-Violent Resistance (NVR). This is supported by a team of skilled clinicians who provide direct support to children and staff. This approach has not only enabled children to make great progress but also supported families and external professionals to work consistently together to promote positive growth for children.

The child currently living at the home has settled well. A social worker said, 'Despite reluctance to go into residential, the child gives the home a 10 out of 10.'

Since arriving at the home, the child has made excellent progress in education and now has their sights set on a career in animal welfare. Staff have supported this by making links with local stables, farms and animal sanctuaries to allow the child to gain valuable practical experience. The child also engages in equine therapy. Previously displayed behaviours that contributed to the child's need to move to a new home have not materialised at all since their move to this home.

Another child, who previously lived in the home but has moved on since the last inspection, suffered from significant mental health and self-harm issues. While the child required a transition to adult mental health services to receive ongoing support, during their time at the home, they made positive progress. The child engaged and sustained a placement in full-time education. They grew in confidence, allowing them to develop their engagement in the community. They went from having a pessimistic view of the future to making positive life plans. Most importantly, they learned to repair damaged family relationships and develop resilience to cope with challenges going forward.

Another child who previously lived in the home struggled in placement, although transition work to support them into an extended family placement was very good. Staff have provided ongoing support to the child and their family, which has provided stability. Despite some significant challenges for the staff team during the child's time at the home, the positive transition work has enabled the child and the staff to find lots of positives from the placement.

Children's voices are heard from the start of placement planning to arriving at the home. The inclusion of the voice of children is evident in records relating to placement planning, admission, care planning and moving on. Children feel involved in the day-to-day decision-making about their lives. Staff place children at the heart

of their practice and encourage children to actively engage in meetings, reviews and discussions that relate to them.

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

Children benefit from diligent planning, and managers make sound assessments about the team's capacity to work with children. Managers ensure that staff feel actively engaged in decision-making processes that relate to new children coming to live in the home.

Staff create clear risk management strategies and ensure that these connect directly to referral information. However, in the case of one child, staff did not consistently follow the agreed behaviour management strategies. This contributed to some extended periods of unsettled behaviour, resulting in damage to the home and injuries to staff.

Health and safety records are well maintained. Fire safety training for staff and fire awareness for children are up to date and regularly refreshed.

Staff use physical intervention as a last resort and skilfully apply the principles of NVR to effectively de-escalate most situations. When protecting a child from self-injury, staff have the required training and competency to intervene to avoid serious harm.

One child was regularly coming into contact with the police due to his behaviour in the community. Staff worked tirelessly and made excellent use of strong partnerships with the police to avoid criminalisation and find creative strategies to keep the child out of the criminal justice system.

Staff support children to learn how to keep themselves safe online by using accredited training and useful initiatives, such as from the charity Outside the Box. This approach balances children's desire for independence while allowing them to manage their online lives safely.

Children's disclosures about previous events are managed sensitively. Managers demonstrate good practice around managing allegations by conducting thorough investigations. All appropriate notifications are made in a timely manner.

Staff are confident and secure in their knowledge of safeguarding children. The organisation has strong safeguarding structures and staff are fully aware of where their role sits in the wider network of safeguarding support.

The effectiveness of leaders and managers: outstanding

The registered manager demonstrates strong passion for the home, children and staff alike. She shows a deep emotional investment in the lives of the children. She consistently strives for the very best outcomes possible with children who can, at times, display behaviours that other may find challenging. The registered manager

applies her extensive experience and skill to ensure that high-quality support is in place for staff. This also enables staff to develop their resilience and ability to manage being under pressure.

The manager has great pride in everything that has been achieved this year. She is able to readily identify the positive outcomes, progress and achievements of children. Leaders can identify not only where children have grown and developed, but how strategies and initiatives they have implemented impact on the positive outcomes for children.

Leaders are realistic about the pressures on staff who are working with children with complex needs. They are able to identify how staff can be supported emotionally and practically to make placements work for children. Staff describe support from managers as 'absolutely first class'. Leaders ensure that there is access to regular group cognitive behavioural therapy sessions and high-quality professional supervision. Leaders also enable one-to-one clinical supervision when staff require additional support.

The registered manager knows her home inside out and has a fantastic level of insight into her team's strengths and areas for growth. She uses this to create ambitious development plans that support continual improvement.

The children at the home often have very complex networks of support. The registered manager works effectively with partner agencies to ensure that there is effective collaboration while ensuring that the child's point of view is front and centre at all times. Advocacy is strong and passionate, and this determined approach yields massive benefits for children.

Children feel valued and listened to, and they are confident that their views are important to staff. A good example of this relates to a child who the home supported after her 18th birthday to absolutely ensure that, when she did move on, it was to a service that could effectively meet her needs.

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 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 staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child. (Regulation 12 (1) (2)(a)(i)) In particular, where risk and behaviour management plans contain clear strategies, staff must follow these consistently at all times.	31 March 2022

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: SC066048

Provision sub-type: Children's home

Registered provider: Anderida Adolescent Care Ltd

Registered provider address: Neville Mews, 6a Neville Road, Eastbourne BN22 8HR

Responsible individual: Erica Castle

Registered manager: Karen Erridge

Inspector

Peter Jackson, Social Care Inspector

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