

SC067839

Registered provider: Future In Mind Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A private provider operates this home. The home provides care for up to two children who have experienced childhood instability resulting in trauma and associated complex emotional and social difficulties.

The suitably qualified and experienced manager registered with Ofsted in July 2024. She also manages another children's home for the organisation.

Inspection dates: 3 and 4 June 2025

Overall experiences and progress of children and young people, taking into account	good
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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 effective services that meet the requirements for good.

Date of last inspection: 4 June 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
04/06/2024	Full	Good
06/11/2023	Full	Good
03/08/2022	Full	Requires improvement to be good
13/07/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of the inspection, two children were living at the home. Both children spoke with the inspector.

Children are making steady progress from their starting points. The two children are siblings and have lived in the home for 12 months. This important milestone was recognised and celebrated with a meal in a restaurant. The children received anniversary cards from the staff, which were proudly displayed in the lounge.

The atmosphere in the home is lively and fun. There is a real sense of the children in the home. Their photos are on display and their bedrooms are personalised to their tastes. However, some issues detract from the homely feel. The fabric on a settee has been ripped for over a month and some paintwork is worn. Clear plans are in place to address these shortfalls.

Children seek interaction with staff and feel comfortable around them. Staff are attentive and attuned to children's needs. Staff make every effort to promote and maintain relationships between the children. As a result, the children's relationship is improving. The children said that while there are 'ups and downs,' they enjoy living together.

The children live an active lifestyle; their love of sport is encouraged. They have recently started playing tennis and one child has learned to swim. They also enjoyed a caravan holiday where they went to the beach and ate candy floss. Creating happy memories builds relationships and increases the children's self-esteem and sense of self-worth.

Positive behaviour is encouraged through rewards and praise. Incentive charts support children to track their progress and achieve their goals, such as showering and brushing their teeth. This encourages good daily routines, which has a positive impact on children's well-being.

Children have made significant progress in both their learning and social development at school. Staff and the manager work alongside education professionals to help the children feel settled at school so that they can do well and achieve.

Children's health is prioritised, and staff respond sensitively to emerging concerns. This means that children can share details of their health needs without feeling judged or embarrassed. Children are supported to attend medical appointments and there is good liaison with health professionals to ensure children's health needs are met.

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

Children feel safe, and they are cared for by staff who are knowledgeable about their needs and vulnerabilities. Children do not go missing from this home. Risks are assessed and clear guidance is in place for staff to follow to keep children safe.

Some challenges for children over recent months have impacted on their behaviours, however despite this, the frequency of incidents is reducing. As a result, children are safer. Staff know when children feel upset or frustrated and they respond quickly to de-escalate incidents, using a therapeutic approach. Staff are consistent in how they support children, and the use of clear boundaries provides stability which supports children to move on quickly from incidents.

The provider's therapist works directly with staff to ensure they have a good understanding of how children's past experiences link to presenting behaviours. This supports staff to have discussions on key issues, helping the children to identify their emotions and express them safely. This is helping the children to build resilience and overcome previous trauma.

Important discussions help children to understand dangers and risks. Children have opportunities to ask questions and identify ways to keep themselves safe, while also gaining an awareness of how their behaviours impact on others.

Children's concerns are listened to. When a child made an allegation about the conduct of a staff member, their concerns were taken seriously. An investigation took place, and the outcome of the investigation was shared with the child.

When physical intervention is used, it is proportionate and necessary, and staff only hold children as a last resort. The manager scrutinises incidents and conversations are held with the children to gain their perspective of what was happening for them at that time. This contributes to the child's sense of security.

The effectiveness of leaders and managers: good

A child-focused registered manager leads the home. She is supported by a dedicated deputy manager and, together, they are a strong management team. Managers speak fondly of the children, and they are proud of the children's progress.

Managers have a good understanding of the home's strengths and areas for development. A range of effective audits and checks take place which enables them to gain a well-rounded view of the children's experiences and progress.

Staff retention is good and there is a stable and highly committed staff team. There are no staff vacancies, and this ensures consistency for the children because they receive care from familiar staff they know and trust.

Staff receive monthly reflective supervision sessions that support them to reflect on challenges and successes. Team meetings are held regularly and are used as a forum for

discussion, learning and sharing information. However, feedback from some staff indicates that they do not feel well supported by the manager. In contrast, other staff hold the manager's leadership in high regard. The responsible individual understands the reasons for the mixed feedback and has plans to improve team morale.

Staff development and training are prioritised. Staff complete a varied training programme which supports them to continually gain knowledge to support children, in line with the home's therapeutic approach and ethos.

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

Recommendation

- The registered person should ensure that staff provide a well maintained and nurturing environment in a way that a good parent would, recognising that many children in residential care have experienced environments where these needs have not been consistently met. Ensuring repairs are completed in a timely way and the home environment is well maintained is an important aspect of demonstrating that the staff care for the children and value them. ('Guide to the Children's Homes Regulations, including the quality standards,' page 15, paragraph 3.7)

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: SC067839

Provision sub-type: Children's home

Registered provider: Future In Mind Limited

Registered provider address: Future In Mind, 65 Market Street, Hednesford, Cannock, Staffordshire WS12 1AD

Responsible individual: Carly Adams

Registered manager: Melissa Moore

Inspector

Amy Richards, Social Care Inspector

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