

SC400901

Registered provider: BREAK

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home, which is run by a registered charity, can provide care for up to five children with disabilities.

The manager registered with Ofsted in April 2022.

Inspection dates: 11 and 12 March 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	outstanding
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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: 28 February 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/02/2024	Full	Good
01/03/2023	Full	Good
11/01/2022	Full	Good
09/09/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Two children were living at the home at the time of this inspection. Two children have moved on from the home since the last inspection. One child has recently moved in and another child is due to move into the home imminently. Two children spoke with the inspector during this inspection.

Children said that they can talk to staff if they are worried or upset. Positive, warm and nurturing interactions were observed between the children and staff, with lots of laughter, and staff are responsive to the individual needs of the children. The children are very comfortable in the company of the staff and have built trusting relationships with them.

Staff understand the importance of education and encourage children to persevere with it. When children have faced challenges or setbacks in education, the home proactively advocates for them. This means that children access education with support tailored to their needs.

Staff have a good understanding of children's health needs and work closely with external agencies to support children with their health concerns.

Children take part in activities they enjoy. Positive relationships with staff have contributed to the progress that the children have made. Professionals and families spoke positively about the care their children receive. One parent said, 'I have nothing but positive things to say about the home, I have seen a real change in [name of child] since they have been living at the home, I can see [name of child] is doing good.'

Children receive individualised care and their bedrooms are personalised to their tastes and liking. The home is also decorated and designed to the children's interests. Each child has a room in the home that is tailored to their likes. This gives children a safe place in which to relax and have downtime if they wish to.

The staff work hard to ensure that children maintain links with those who are important to them.

The manager knows the children extremely well. Children who have moved on from the home have been supported to do this successfully. However, leaders and managers have recently agreed for a child to move into the home despite the manager being of the view that the timing was not in the best interests of this child and the children already living in the home.

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

Children feel safe and supported. They are safeguarded and protected very well and are safer because of the care they receive. Staff have completed safeguarding training and have a strong understanding of safeguarding procedures and whistle-blowing. They know how to follow these procedures if necessary.

Professionals and parents are extremely positive about the safeguarding practices in the home. They spoke with enthusiasm about how well the staff know the children and understand their needs which, in turn, contributes to their safety.

Each child is provided with an exceptionally individual children's guide to the home. This is creatively constructed and uses staff's excellent awareness of the children's communication needs and systems. Consequently, children are provided with an accessible document that helps them understand whom they can speak to if they have concerns about their care.

The staff have an excellent approach to reinforcing positive behaviour. Each child has a room in the home that is dedicated to them. These rooms are designed around children's likes and dislikes. They are places that children are able to access of their own free will when feeling angry or upset and have helped them to be able to regulate their feelings and manage their emotions.

Staff have a comprehensive understanding of working therapeutically with children. This has helped children to make positive changes to their daily routines and behaviours. Incidents are notably less frequent or severe.

There have been no allegations against staff. Leaders and managers are aware that a lack of allegations does not mean that concerns do not exist. They are open-minded about the potential for concerns and model an 'it could happen here' approach.

There have been no complaints or missing-from-home incidents since the last inspection. However, staff were able to talk about how they would respond should a child go missing from the home.

The staff's understanding and awareness of children have significantly contributed to there being no need for any physical interventions since the last inspection. Staff have training on appropriate restraint techniques. They are highly skilled in de-escalation strategies to respond to children's anxieties.

Staff and managers support children to understand their behaviour through key-work sessions. When incidents occur, staff use positive reinforcement rather than consequences to correct behaviour. There is good evidence of management oversight and debriefs take place.

Staff are assisted by strong, detailed risk assessments and plans. These cover a range of topics, including children's daily routines, managing behaviour and other risks. They are highly effective and help staff to know the children well and to identify their triggers and risks. Staff review the plans consistently and follow strategies that help to keep children safe.

Staff understand the children's vulnerabilities and potential and allow them to take balanced risks. As a result, children are empowered through their independence. For example, a child helps staff prepare dinner as this is something they enjoy. This approach has helped children to feel involved and gives them a sense of accomplishment.

The effectiveness of leaders and managers: good

The manager is suitably qualified and experienced. She shows a strong commitment to the home, children and staff. Staff are positive about the manager and deputy manager and the support that they provide. The manager and deputy manager have good expectations and aspirations. There is a good working relationship among all senior staff.

Staff have a positive and child-focused ethos to working with the children. Staff complete the organisation's mandatory training; leaders and managers strive to provide staff with additional training. As a result, staff access training that is tailored to the children's emerging needs, which means staff are supported to care for children and meet their individual needs.

Safer recruitment processes are followed. New staff have thorough inductions. These include comprehensive training.

Staff said that they feel supported by management. Staff have regular supervisions, and an annual appraisal of their performance, which are helpful and meaningful. This provides staff with opportunities to discuss their development and any issues or concerns they have. In addition to this, staff benefit from regular team meetings and reflective meetings with the clinical lead.

Feedback from a range of external agencies is consistently good. This includes responses from social workers, education staff and a child's parent.

The managers have effective management systems. Records are of a good standard and give information about the care provided to children. Managers complete regular audits of care practice and the operation of the home, with actions to address any shortfalls or learning.

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

Recommendation

- The registered person should ensure that they only accept placements for children when they are satisfied that they have fully considered the impact that the placement will have on the existing group of children, including the pace of any child's move into the home. ('Guide to the Children's Homes Regulations, including the quality standards', page 56, paragraph 11.4)

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: SC400901

Provision sub-type: Children's home

Registered provider address: Break, Schofield House, Spar Road, Norwich NR6 6BX

Responsible individual: Daniel Lummis

Registered manager: Anna Zaremba

Inspector

Anver Rose, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
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