

SC407787

Registered provider: Aspris Children's Services Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and run by a private organisation. It is registered to provide care for up to six children. At the time of the inspection, three children were living at the home.

The manager has been registered with Ofsted since October 2019.

Inspection dates: 20 and 21 March 2024

Overall experiences and progress of children and young people, taking into account	outstanding
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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	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 23 March 2023

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/03/2023	Full	Outstanding
03/08/2021	Full	Good
18/02/2020	Interim	Improved effectiveness
09/05/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Since the last inspection, children have continued to make considerable progress. A child's grandparent said that the change for one child is 'amazing'.

Staff have focused on developing children's life skills. They have created 'independence skills packs' for children to work through. Using newly developed systems staff can monitor the children's progress. Children have been helped to undertake more household chores, understand road safety and open bank accounts. Children are more independent as a result.

Staff place children at the heart of their care plans. Staff genuinely involve children in the reviewing and development of their care plans. Since the last inspection, staff have changed the format of the care plans making them more child friendly. The plans are filled with photos of the children and key adults in their lives. Because of this work, children are more engaged and invested in their plans.

Children have strong relationships with staff. The staff use a nurturing and playful approach which has developed these relationships. Children enjoy their time with the staff and have adults that they trust. One child who has recently moved into the home has responded to this approach particularly well and quickly built relationships. Staff invest quality time with children and nurture their interests.

Children make strong progress in their education. Two children have made excellent progress in this regard. They have received awards from the school in recognition of their achievements. One child, who has recently moved into the home, is currently not in education. However, staff have supported them to start online learning and they are already making progress with this.

Staff actively promote children's relationships with their families. When there is conflict between children and their families staff help to repair relationships. Staff help children to travel long distances to spend time with their families, including to different countries. Staff support children to write to and call family members regularly. As a result, children enjoy quality time with their families.

Staff promote children's mental health. They have regular conversations with children about their emotions to help them to identify how they are feeling. Staff use events such as world mental health day as an opportunity to talk about mental health and promote positive self-image. Staff work with children to create 'soothe boxes'. Due to the support that they receive, children rarely harm themselves. When they do, staff respond with care and attention. As a result, children's well-being has improved.

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

Children feel safe in the home and do not go missing. One new child has quickly established routines with staff to help them settle at night and feel safe.

The manager instils an excellent safeguarding culture across the team. Safeguarding discussions are woven throughout supervisions and team meetings. The manager regularly checks the knowledge of her team to identify any gaps. The staff are tested with quizzes and scenarios to supplement the frequent discussions of safeguarding topics.

Staff understand the risks for children. They spend time with children creatively educating them about risks through conversations. For example, staff spent time with a child talking about the risks of knife crime using resources to promote discussion and learning. One child's risks have reduced significantly due to the support of staff.

The manager has strong oversight of incidents. She uses systems to monitor and analyse incidents and looks for trends and patterns. Once identified, these are used to inform children's plans and reduce future incidents. Staff use physical intervention appropriately. The recording of interventions is excellent, and the manager closely scrutinises staff practice. When the manager is involved in an incident, the responsible individual provides effective oversight. Debriefs are used effectively to help children talk through their feelings and help staff to reflect on their practice.

When conflict arises between children, the response of staff is highly restorative. Staff have conversations with children about their feelings and the impact of their behaviour on others. They help children to write letters to others and to repair relationships. One child's social worker said that the children are developing 'emotional intelligence' and improving their social skills as a result.

Leaders manage allegations well. Investigations into practice concerns are carried out fairly and diligently. External investigators are appointed when needed. The manager consults with the designated officer in the local authority and follows their advice. If the manager is not satisfied with the outcome of a safeguarding investigation, she challenges this.

The effectiveness of leaders and managers: outstanding

The manager is highly aspirational for the children. She is a strong advocate for children, ensuring they get the right support in all areas of their lives. A social worker said that, 'The manager's high aspirations have resulted in significant progress' for one child.

A skilled and well-regarded deputy and group of team leaders support the manager. They have excellent relationships with the children and role model good practice for newer staff.

Staff describe the manager as 'brilliant' and 'very supportive'. Staff are well supported through high quality and regular supervision. New staff have well-structured inductions and receive regular feedback on their performance. The manager encourages a learning culture and is committed to developing staff skills and knowledge.

Children are listened to. Children personalise their rooms and one child has moved rooms at their request. When a child decided that they no longer wished to live at the home, the manager worked closely with the local authority to ensure that their move was smooth and positive. The manager helps children to make complaints and ensures that they receive an appropriate outcome. Consequently, children are confident that the manager will act on their views.

Staff work successfully with families and other professionals. Families report excellent communication and staff being 'friendly and responsive'. Professionals say that the manager, 'Drives the care planning for children' and that she will challenge professionals to ensure that children have the best possible outcomes.

The manager's monitoring systems are highly effective. A new responsible individual has joined since the last inspection, and they contribute to the monitoring of the quality of care provided. The manager's development plans are informed by audits completed by the responsible individual and reports by the independent person. The manager is acutely aware of the home's strengths and weaknesses and continuously drives improvement.

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: SC407787

Provision sub-type: Children's home

Registered provider: Aspris Children's Services Limited

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

Responsible individual: Michelle Batchelor

Registered manager: Layla Williams

Inspector

Mark Dawkins, social care inspector

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