

SC424280

Registered provider: Nottingham City Council

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and operated by a local authority. The home provides care for up to two children who may experience social and emotional difficulties. There were two children living in the home at the time of the inspection.

The manager registered with Ofsted in June 2018. The manager also manages another children's home within the local authority.

Inspection dates: 4 to 5 March 2024

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: 8 November 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
08/11/2022	Full	Good
07/02/2022	Full	Good
16/10/2019	Full	Good
12/06/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Overall, experiences and progress for children are good. Staff develop strong relationships with children and understand their needs well. Staff support children develop independence skills and plan for their futures. A social worker said, 'The staff offer unconditional positive regard at all times.'

Children are well supported to engage with school and future employment. The staff liaise effectively with education providers. One child really struggled to attend school. They are now attending regularly and have been nominated for a recognition award for the progress made. Staff help children complete a CV and job applications.

The manager carefully considers how staff can meet children's needs before they move into the home. Staff support children to prepare to move in, and discussions are held with children already living in the home. When planning for future moves into independence, staff continue to provide the same levels of support.

Staff recognise the value of continued family and friend relationships for children. They support children to spend time with family, where it is safe to do so. This helps children to maintain important family relationships and promotes their identity.

Staff support children to share their wishes, feelings, and views in planned and unplanned discussions. Staff are creative in how they help children to learn to make positive choices and better understand risks.

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

Risk assessments are detailed and easy to understand. The manager and staff carry out regular reviews of these documents. The plans help staff to understand how best to support children's specific behaviours and risks. A social worker said, 'Safety planning has been good, communication is consistent and additional support is always available.'

Children rarely go missing from home. When they do go missing, staff members follow established protocols to return children home quickly and safely. Staff members ensure that information is shared with relevant external safeguarding agencies. This means that there is a robust multi-agency response when children go missing from home.

Relationships between children and staff are positive. Staff are committed to establishing relationships with children. Children feel safe and secure and share information about their worries, which helps staff support them better. This is something which is continually developed. The dedication of staff enables children to develop trusting relationships, improving children's feelings of safety and security.

There have been no allegations or complaints made about staff by children or professionals.

Safer recruitment processes are not always followed. For one member of staff, reasons for leaving a previous role working with vulnerable people were not verified.

Serious incidents are not always shared with the regulator in a timely manner. This prevents a thorough evaluation from being carried out. It restricts Ofsted's ability to evaluate how well children are safeguarded at the home.

The effectiveness of leaders and managers: good

Staff receive a range of training, including safeguarding training. Training is regular and varied, taking into consideration children's specific needs. External training is sourced to help staff have a greater understanding into children's cultural and diversity needs. One child was involved in helping staff develop more knowledge, supporting children to feel valued.

The focus of the home's development plan is on the needs of children. The emphasis is on what support staff put in place to enable children to make positive progress in all aspects of their lives. The manager and staff are committed to helping children make progress. They speak proudly of the achievements made by children.

The manager and deputy manager understand the children's specific needs. Most home records are detailed however, do not always use child-friendly language. This may impact on how children understand their experiences and history if they read their records.

Team meetings and professional supervision are held frequently. Staff are encouraged by the manager to contribute to the agenda. However, the manager does not encourage staff to reflect on their practice and progress made by children. Some supervision records reflect the same discussions on each occasion. There are missed opportunities to learn from practice and to improve the care provided to children.

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 with the given timescales.

Requirement	Due date
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only— employ an individual to work at the children's home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3). The requirements are that— full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a)(b) (3)(d)) In particular, the registered person must ensure that all required references are sought, including reasons for leaving a previous role involving working with children or vulnerable adults.	30 April 2024

Recommendations

- The registered person should have a system in place so that all serious events are notified, within 24 hours, to the appropriate people. (Guide to Children's Homes Regulations, including the quality standards', page 63, paragraph 14.13)
- The registered person should ensure that language used in children's records is consistently child-friendly. Staff should ensure the homes records are detailed and help children understand their experiences and history. Children's meetings should capture the wishes and feelings of children and ensure managers act upon requests where reasonable. ('Guide to Children's Homes Regulations, including the quality standards', page 62, paragraph 14.5)

- The registered person should ensure that staff receive support to reflect on their practice and needs of the children. This will encourage continued professional development and improved care to children. ('Guide to Children's Homes Regulations, including the quality standards', page 61, paragraph 13.2)

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: SC424280

Provision sub-type: Children's home

Registered provider address: Loxley House, Station Street, Nottingham,
Nottinghamshire NG2 3NG

Responsible individual: Kay Sutt

Registered manager: Marcel Reid

Inspector

Kathryn Hurley, Social Care Inspector

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