

SC471581

Registered provider: Albrighton Care Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is registered to provide care for two children with learning disabilities and complex needs. The home is privately owned.

The manager has been registered with Ofsted since May 2020 and is suitably experienced and qualified.

Inspection dates: 7 and 8 November 2023

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: 11 October 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/10/2022	Full	Good
09/06/2021	Full	Good
10/10/2018	Full	Good
16/10/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Both children at the home have lived here for just over twelve months. They continue to make good progress, particularly with their communication and independence skills.

Staff provide a nurturing environment where children feel safe and happy. Children share a real sense of belonging at this home. They enjoy good relationships with staff, who care for them with genuine warmth and fondness.

Children benefit from an inclusive approach to their complex healthcare. Staff communicate with parents and health professionals to ensure that there is consistency of care. The manager ensures that medication is stored safely, and arrangements for the administration of medication are effective.

Education is supported and promoted in the home. Staff have developed strong links with the children's school to ensure that there is positive communication and a joined-up approach. This provides children with support and consistency.

Staff are proactive in promoting family time for children. They organise and support visits to children's home areas and welcome families to the home. Because of this, children can maintain and develop those relationships that are important to them.

Consultation with children is meaningful and ensures that children have a say in the things that are important to them about their experiences at the home, such as activities and menu planning. Children make choices with the help of communication boards and symbols. Children learn that their views are important and that they can influence how they are cared for.

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

Staff have a good understanding of safeguarding practice and the ways that they can protect the welfare of the children. This ensures that staff are confident in the procedures to follow should any concerns arise.

Both children have detailed behaviour management plans and risk assessments, which are followed in practice by staff. Clear and detailed risk management plans provide staff with valid information to support their understanding of children's behaviours, with guidance on how to manage challenging behaviours and the preferred de-escalation technique.

Children sometimes display complex and difficult behaviour when feeling anxious. Staff manage this very well, minimising the duration and severity of incidents. The use of restrictive practice is low. The manager provides oversight, supporting staff to reflect and debrief after incidents.

The environment is physically safe. Regular health and safety checks, routine servicing of equipment and robust risk assessments ensure that the home is safe for children, staff and visitors. Staff are trained in fire safety procedures, and they ensure that children take part in fire evacuation drills so that they understand how to leave the home safely in an emergency.

One staff member is working in the home with only one reference in place. This does not adhere to safer recruitment processes and does not help to ensure that suitable staff are employed to care for children.

The effectiveness of leaders and managers: good

The manager and staff are committed to ensuring that children enjoy a good standard of care and have a memorable experience of living at this home. They feel pride in working at this home and know that they make a difference to children's lives.

Staff speak highly of the support and guidance that they receive from the manager and feel included in the day-to-day running of the home. They have a strong understanding of their individual roles and how these individually and collectively support children to achieve good outcomes.

Staff receive regular training to make sure that they have the skills and competencies necessary to meet the diverse needs of the children they care for. There are systems in place to make sure that training is regularly updated or refreshed. New staff undergo an induction programme, and most staff are qualified or are working towards the required diploma qualification.

Team meetings take place regularly and are good forums to reflect on and improve the care provided to children. The manager and staff receive regular supervision that allows them to reflect on their practice and recognise their own strengths and any areas for development.

The manager and staff work collaboratively with other professionals and family members to ensure that children receive a good quality of care. This partnership working results in the children receiving the best possible care to meet their individual needs. A parent said, 'Communication is great. The staff don't mind me ringing them every day. They also send me photos of what activities [name of child] has been doing.'

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, The 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 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)) This specifically relates to ensuring that a minimum of two references are obtained in the recruitment of each new member of staff.	22 December 2023

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: SC471581

Provision sub-type: Children's home

Registered provider: Albrighton Care Limited

Registered provider address: 15 Heritage Park, Hayes Way, Cannock WS11 7LT

Responsible individual: Kerry Hutchinson

Registered manager: Sara Parkes

Inspector

Dave Carrigan, Social Care Inspector

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