

SC480655

Registered provider: The Place Young People's Company Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately run home provides care and accommodation for up to four children who have a range of emotional and/or behavioural needs.

The manager was registered by Ofsted in February 2021.

Due to COVID-19 (coronavirus), at the request of the Secretary of State, we suspended all routine inspections of social care providers on 17 March 2020.

We last visited this setting on 1 September 2020, to carry out an assurance visit. The report is published on our website.

Inspection dates: 6 to 7 October 2021

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: 17 February 2020

Overall judgement at last inspection: Good

Enforcement action since last inspection: None

Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/02/2020	Full	Good
21/11/2018	Full	Outstanding
31/05/2017	Full	Good
25/01/2017	Interim	Sustained effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

Children are receiving good-quality care from staff who know them well. There are strong relationships between staff and children. A child said, 'This house is on point; you just can't beat it.'

The home is warm and welcoming. All areas of the home are well maintained and homely. Children's bedrooms are personalised and decorated to a high standard. Any damage is quickly repaired.

Children who have previously found it difficult to trust adults have been supported to develop strong relationships with staff. Children are supported to take part in enjoyable activities. Staff are enthusiastic and clearly enjoy spending time with the children. They are quick to celebrate children's achievements.

Staff enable children to share their views in a variety of different ways. Key-worker sessions are completed regularly and cover a range of topics. Because children trust the staff, they are willing to share their feelings and to discuss sensitive topics in key-worker sessions.

Children are well supported to engage in education and are making clear progress. Education achievement is particularly evident in children who have previously had poor education experiences. Children develop higher expectations of themselves and become more aspirational as they achieve success.

There has been a high turnover of staff at the home. This has led to periods of instability for children. For one child, the changes in staffing have at times led to an escalation in behaviours. Despite these challenges, children have maintained trusting and strong relationships with staff.

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

Staff have a clear understanding of children's vulnerabilities. They use their knowledge and relationships with children to recognise and reduce potential risk. Children are supported to reduce their risk-taking behaviours.

There is a strong multi-agency safeguarding response to any incidents of concern. Staff have a good understanding of the home's safeguarding procedures, and adhere fully to them.

Children rarely go missing from the home. If this does happen, staff are proactive in their responses. They follow each child's missing-from-home protocol and share information with relevant agencies in a timely manner.

Staff implement behaviour management strategies effectively. Staff use their good relationships with children to set clear expectations that help children to behave well.

Recruitment processes protect children. Pre-employment vetting of staff is thorough and likely to deter unsuitable adults from seeking employment at the home.

The effectiveness of leaders and managers: good

The registered manager has addressed the shortfalls identified at the previous inspection, and has ensured that the home now functions well and provides a good standard of care. Children have very good relationships with the manager. Stakeholders' feedback is very positive. Stakeholders recognise the positive impact the registered manager has had. A social worker said: 'The manager has been really consistent; she leads in a caring, nurturing way.'

The manager has been well supported by senior managers to bring about significant improvement. Managers are aware of the strengths and weaknesses of the home. They are proactive in dealing with the key challenges faced by the home. For example, they have developed a clear strategy to address recruitment and retention difficulties.

The manager has been a strong advocate for children, escalating issues of concern and challenging when it has been necessary to do so. This has enabled one child to resume education after a period of non-attendance. The manager has also identified a children's rights adviser to advocate on behalf of the child.

Due to unforeseen circumstances, there have been periods when the registered manager has not been in work. The home does not currently have a deputy manager and management cover arrangements have not always ensured that the home runs smoothly in the manager's absence.

Staff supervision meetings have not been regularly completed. As a result, development opportunities for staff have not been fully explored. The lack of formal supervision also reduces opportunities for managers to provide guidance for staff.

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 within the given timescales.

Requirement	Due date
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. ensure that staff have the experience, qualifications and skills to meet the needs of each child; ensure that the home has sufficient staff to provide care for each child; ensure that the home's workforce provides continuity of care to each child. (Regulation 13 (1)(a)(b) (2)(c)(d)(e)) In particular, ensure that sufficient qualified and experienced staff are deployed to provide continuity of care for children.	8 January 2022
The registered person must ensure that all employees— undertake appropriate continuing professional development; receive practice-related supervision by a person with appropriate experience; and have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(a)(b))	8 November 2021

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: SC480655

Provision sub-type: Children's home

Registered provider: The Place Young People's Company Limited

Registered provider address: 2 Lymevale Court, Lyme Drive, Parklands, Stoke-on-Trent ST4 6NW

Responsible individual: Hilary Jones

Registered manager: Amanda Addlesee

Inspector

Bev Allison, Social Care Inspector

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