

# 1241261

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 children's home was established for children who present with emotional, mental health and/or behavioural issues, and who can present a risk to their own or others' welfare due to past trauma, mental health conditions and attachment difficulties. It is registered to provide care and accommodation for up to two children/young people.

There is an acting manager in post who is not yet registered.

**Inspection date:** 4 February 2020

**Overall experiences and progress of children and young people,** taking into account **good**

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

The effectiveness of leaders and managers **good**

The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** 24 October 2018

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/10/2018	Full	Good
06/02/2018	Interim	Sustained effectiveness
09/05/2017	Full	Good

## 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
<p>The registered person may only use devices for the monitoring or surveillance of children if—</p> <p>the monitoring or surveillance is for the purpose of safeguarding or promoting the welfare of the children concerned, or other children;</p> <p>the monitoring or surveillance is no more intrusive than necessary, having regard to the child's need for privacy. (Regulation 24(1)(a)(d))</p>	16/03/2020

### Inspection judgements

#### Overall experiences and progress of children and young people: good

Children make progress in all areas of their lives. The positive care and support they receive enable them to flourish. Staff know and understand the children's needs and respond sensitively to them. As one child said: 'I always feel listened to by staff. There is nothing they could do better or differently to support me.'

Children get to keep in touch with people who matter to them. This includes staff taking children to visit family members, often at a considerable distance from the home. Staff place a strong emphasis on working with professionals and others. There is a clear and commendable team-around-the-child approach. One placing social worker praised the staff for their excellent communication skills and support. Regular meetings with all of the involved people consider the current and changing needs of each child.

Children have their health needs well met. They receive therapeutic support from within the organisation on a regular basis. Therapeutic assessments provide a clear understanding for staff of the historic and current emotional needs of children. The organisation has recently paid for an independent psychological assessment for one child. This reflects the organisation's total commitment to meeting the needs of children. Staff and managers are proactive in their approach. The therapeutic ethos of the home

is evident in their practices. They place the needs and welfare of children at the centre of their daily work. Records reflect how health needs are being met. The recommendation made at the last inspection has been met.

Children have education provision in place. Their attendance and engagement are good. The manager and staff team have worked hard to secure education provision for one child, who moved from a distance away. They have worked closely with the placing social worker and virtual school headteacher to ensure that a suitable provision is identified. The child is being provided with educational activities and support during term time, until they start attending the formal provision. This reflects the learning ethos of the staff and their commitment to ensuring that children see the value of education.

Children get to take part in a wide range of social activities and holidays with staff. Staff encourage them to engage in local groups and clubs. This promotes a sense of belonging and enables them to make friends locally. Children are also encouraged to take part in the children's champions' meetings. These provide a forum for children who are placed in this home, and other children's homes within the same organisation, to share their views. They take part in fun activities and go out for meals.

Staff celebrate and reward the children's positive behaviour and achievements. Reward books include photos and accounts of their achievements. Memory books similarly reflect the progress they make. Children feel loved and able to express themselves. They know how to complain, but rarely do.

Staff understand the necessity and value of preparing children for their eventual moves to the adult world. They support and encourage them to learn independence skills. This includes cooking, washing their own clothes and managing their own money.

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

Staff understand the actual and potential risks for children. They have clear and detailed risk assessments in place. They regularly review and update them. Children become increasingly safe over time. One child reported that they used to go missing from care regularly, but that this is no longer the case.

There have been no reported missing-from-care incidents since the last inspection. Children feel safe and able to talk with staff about any worries they may have. Staff address any concerning behaviours quickly. They support children to understand the risks posed by social media, the internet, bullying and exploitation. There is a clear sense that children become increasingly safe and feel increasingly safe in this home.

Children respond well to the clear and consistent boundaries that are in place. Over time, there has been a noticeable reduction in the use of restraints. One professional commented that a child is now able to consider and regulate their own risky behaviours much more quickly. This was attributed to the positive care, support and therapeutic input they receive. Children learn how to consider their own triggers and emotions, and

the impact of their behaviour on themselves and others. Recording of significant events and incidents is detailed and clear. It includes information about the debrief meetings that are held with children and staff following incidents. The recommendation set at the last inspection has been met.

Staff place a commendable emphasis on praising and rewarding children for positive behaviours. The use of sanctions is low. This reflects the staff's understanding of the need to support children through their current and historic trauma. Children respond positively to this approach.

Recruitment checks for new staff are robust and prevent unsuitable adults from working with vulnerable children. Managers have considered the requirement made at the last inspection. Systems now provide for detailed consideration of all required areas of legislation. The requirement has been met.

### **The effectiveness of leaders and managers: good**

The manager came into post last year, taking over from the previous registered manager. She has made an application to register with Ofsted. She has many years' experience of working in similar settings at management level. She is held in high regard by staff and senior managers. She has high aspirations for children and staff. Children feel well supported by her. She acts as a positive advocate for children at all times.

The manager and staff understand the needs of the children in their care. Careful consideration is given to admitting new children to the home. Transitions into and out of the home have been handled with sensitivity and empathy. This provides for good matching of children, their needs and the ability of staff to support them. The manager has recently worked tirelessly to ensure that an education provision was secured for one particular child. This reflects the commitment of the manager and staff team to promoting education and learning.

Staff receive regular supervision, annual appraisals and training. The home and the wider organisation have a clear induction programme in place. This provides new staff with an opportunity to learn about their roles and undertake core/mandatory training before they start working with children in the home. Training opportunities include a focus on therapeutic models and practices. Staff take part in group supervisions and have daily access to the therapists who work for the organisation.

The manager has a clear and comprehensive development plan in place. This reflects her plans and aspirations for how the home will improve the quality of care provided. The location/safer area risk assessment also reflects a clear understanding of the area and its potential risks. The manager has attended local parish council meetings. This provides an opportunity for the community to raise any concerns and to better understand the role of a children's home.

The manager regularly chases and challenges other agencies and placing social workers, if shortfalls are identified. She ensures that children have access to independent advocacy services. She regularly seeks feedback from professionals, children and their parents/carers. She is keen to ensure that there is always a learning culture in the home.

The manager and staff understand the diverse needs of the children in their care. They promote good relationships and have a zero-tolerance policy in relation to any form of discrimination, bullying or harassment. Children understand this and feel confident about reporting any concerns. They feel fully included in the care and support they receive.

Motion sensors are currently used during the night. This is to monitor the movement of children if they leave their bedrooms. Consent for the use of motion sensors has been gained from placing social workers. Children understand that they are in place and are used. However, it is not clear whether all children require this level of monitoring during the night. Managers should review their use, to ensure that the children's need for privacy is considered.

## **Information about this inspection**

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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:** 1241261

**Provision sub-type:** Children's home

**Registered provider:** The Place Young People's Company Limited

**Registered provider address:** Belvoir Farm, Woolsthorpe Road, Redmile, Nottingham, Leicestershire NG13 0GN

**Responsible individual:** Alexander Astill

**Registered manager:** Post vacant

## Inspector

Tracy Murty, Social Care Inspector

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