

1236540

Registered provider: Calderdale Metropolitan Borough Council

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is operated by a local authority. The home is registered to provide care and accommodation for up to three children or young people who have emotional and/or behavioural difficulties.

The manager was registered by Ofsted in June 2016.

Ofsted is aware of the challenges that Covid-19 is currently posing to those we regulate. During this visit, the inspectors took into consideration the impact of any measures being taken to slow the spread of Coronavirus by the setting. This has included the effect these have had on staffing arrangements.

Inspection dates: 10 to 11 March 2020

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: 8 January 2019

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
08/01/2019	Full	Outstanding
12/12/2017	Interim	Improved effectiveness
25/04/2017	Full	Good
11/10/2016	Full	Requires improvement

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Young people's future life opportunities have been significantly enhanced because of the quality of care that they receive. Young people benefit tremendously from the consistent and stable relationships they have with the nurturing staff team. As such, all three young people have thrived and developed a strong sense of belonging to the home.

Observations throughout the inspection indicate that young people feel a strong sense of belonging at the home. This is a place where they feel accepted, nurtured and treated as individuals. The manager and staff team are committed to ensuring that young people experience as many different opportunities as possible. This has proved effective in helping young people to broaden their horizons, have fun and build self-confidence.

Feedback from birth families is extremely positive about the standard of care, the level of communication from the home, and the resulting positive outcomes for young people. Comments include: 'I cannot praise the staff enough. The time and effort they have given our child is something I will always be grateful for. [Young person's name] has flourished, and she's totally turned her life around.'

Professionals are equally positive about the home. One social worker said: 'The home has a very therapeutic approach, they understand the effects of trauma and childhood adversity. They are attuned to the needs of their children and build positive parenting relationships with them. Staff have shown "outstanding" commitment and dedication to the child I have placed there.'

Young people who had minimal school attendance prior to their admission now access and engage in a full-time education package. Staff maintain highly effective partnerships with teachers. Because of this, young people are making excellent progress and have real ambition and aspirations for their future.

The staff team supports young people to stay in touch with their family and friends. Staff understand how to manage the complexities of family dynamics and have developed excellent relationships with those who are important to the children. For one young person, this has contributed to her return home to live with relatives.

The home offers a pleasant and harmonious environment for young people to live. Young people are happy and share a positive relationship with each other. Their day-to-day lives are filled with laughter, warmth and affection.

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

Young people become increasingly safe when they come to live at this home and remain so. Effective safeguarding practice contributes to young people's strong sense of safety and well-being.

Relationships are a key strength and young people have forged strong attachments with the manager and the staff team. As such, young people are settled and there have been very few safeguarding concerns. For example, since the last inspection, there has been only one missing-from-home episode. This is because young people feel safe and do not feel the need to go missing.

Staff are highly attuned to young people's needs and vulnerabilities, and plans are in place to manage and mitigate areas of risk. Staff are consistent in their response to behaviour and are successful in their efforts to help young people manage their frustrations and worries. This focus on understanding young people's emotional needs has helped young people to feel safe and secure.

Restorative practice is a key feature in this home. There are many opportunities for young people to reflect and learn. Staff talk openly with young people and actively encourage them to be solution-focused. As a result, young people are developing coping mechanisms and are more able to talk about how they are feeling.

Staff are carefully vetted prior to commencing work to ensure that they are suitable and safe to work with young people.

The effectiveness of leaders and managers: outstanding

The registered manager promotes a positive culture of improvement in the home. He is forward thinking, inspirational, creative and dedicated to meeting the individual needs of young people.

The staff are very well supported in their roles by the manager and deputy manager. Staff have regular reflective supervision and team meetings. This ensures that they are well equipped to meet the individual needs of the young people placed at the home.

Staff are extremely positive about working at the home. They feel well supported by the registered manager and their colleagues. One member of staff said: 'I love coming to work, it's more than a job to me. The whole team are approachable, open and honest. We are all very supportive of each other. It's just a nice place to be, we're like a little family.'

The registered manager ensures that the home is achieving its objectives, as detailed in the statement of purpose. Staff understand how attachment, separation and loss can have an impact on young people's emotional well-being. Research in practice underpins the model of care within the home. This has proven to be highly effective in supporting young people to become more resilient.

Multi-agency working is a clear strength of the home. Staff and managers are in constant contact with other professionals to ensure a good level of communication and to deliver joined-up care to the young people.

The registered manager has high expectations of the staff team and motivates them to be imaginative in their work. The whole staff team, along with the registered manager, champions the young people's needs and works tirelessly to make sure that they get the best opportunities to achieve their full potential in all areas.

Records in the home are of a very high quality and are detailed. They fully capture young people's journeys and what it is like to live in the home. The manager has excellent monitoring systems in place. This ensures that everything is done to a high standard.

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: 1236540

Provision sub-type: Children's home

Registered provider address: Calderdale Metropolitan Borough Council
Calderdale School Effectiveness Service, 2nd Floor, Westgate House, Westgate,
Halifax, West Yorkshire HX1 1PS

Responsible individual: Claire Brodie

Registered manager: Guy Greenwood

Inspector

Ceri Evans: social care inspector

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