

1280371

Registered provider: Time-Out Children's Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is one of several children's homes operated by a private company. The home is registered to provide care and accommodation for up to two children who have emotional and/or behavioural difficulties.

If required, children and young people can access the organisation's school and therapy department.

The manager has been registered with Ofsted since July 2018.

Inspection dates: 03 March 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: 21 November 2019

Overall judgement at last inspection: improved effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/11/2019	Interim	Improved effectiveness
26/02/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The child currently living at the home, who has lived at this home since it opened in July 2018, is making good progress in many aspects of her life. She benefits from staff who care about her well-being and work tirelessly to ensure that her needs are consistently met.

The child has formed strong and purposeful attachments with some of the staff team. These relationships have been a major factor in providing the child with a sense of stability, belonging and improved self-worth. The child clearly regards this as her home and is engaging positively with her care plan. A professional wrote, 'Staff have a loving and warm attitude towards [name]. They have built stable and safe relationships that are helping her to progress.'

The staff have been successful in supporting this child to re-engage with education. This support has continued, with the child maintaining excellent attendance and making suitable progress that is relative to her individual ability.

The staff are good at ensuring that the child maintains a healthy lifestyle. They promote good diet and exercise and ensure that she attends all her health appointments.

The child engages in regular therapy sessions that improve her emotional well-being. The staff follow the guidance provided by a qualified therapist and use this information to create a nurturing ethos of care. A professional wrote, 'The therapeutic support and care from the staff has supported [name] to make significant changes, not least her behaviour.'

The staff do not let distance get in the way of family contact. Transport and supervision arrangements are in place, with staff going to great lengths to ensure that the child can visit the key people in her life. A professional wrote, 'It is because of the supportive work they have done with [name] over the last 18 months that we are now able to consider her moving back into her home area.'

The child's views are considered when making decisions about the running of the home and when planning her care. She is encouraged to plan her recreation time, and is given opportunities to take part in a wide range of fun, exciting and new activities. Memories of these experiences are captured in colourful memory books that can be taken with the child when she leaves the home, an important reminder of her positive experiences in care.

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

Staff are clear about their roles and responsibilities to keep this child safe. They provide the right examples and have been effective in helping the child to reduce risk-taking behaviours, such as self-harm and going missing from home. However,

some risk management strategies do not reflect this progress or test the child's decisions about keeping herself safe.

There have been no safeguarding concerns, allegations or complaints since the last inspection. Effective links have been established with external safeguarding agencies and professionals to ensure the effective management of any future emerging concerns.

Staff demonstrate a positive approach to influencing behavioural change. They ensure that the child understands the expectations and boundaries that are in place in the home. Incentives and rewards for positive behaviour have helped to reduce incidents of negative and challenging behaviour.

Staff use de-escalation and distraction techniques to good effect. This means that, usually, staff can help the child to calm down and it avoids the need for physical restraint. When restraint has been necessary, it has been done in a caring way and for the minimum amount of time. The manager analyses these incidents and acts to adapt practice when trends and patterns are identified.

Recruitment practice is thorough, and all staff are suitably vetted before working in the home. Changes to the recruitment process have enhanced the organisation's ability to test each candidate's knowledge, skills and aptitude prior to employment.

The effectiveness of leaders and managers: good

This home is run effectively by a qualified and experienced registered manager. The manager is also responsible for a second home. This arrangement has worked because of her commitment to the children and the good support from some experienced and competent staff.

Achieving consistency of staffing has been a challenge recently. This is due to key staff leaving and staff sickness. The manager is aware of how changes to the team can impact on the current child, who struggles to form new relationships. The manager developed a plan that uses staff from the other home in the organisation. However, this plan has not been implemented in a way that introduces staff to the child or supports familiarity. Consequently, this has caused unsettlement for the child and has resulted in some very difficult and challenging shifts for some staff.

Staff receive regular supervision at a frequency and level that appropriately reflects their knowledge and experience. They have their performance reviewed every four months to ensure that they are on track to meet their individual development targets. This competency-based approach highlights the organisation's commitment to developing a competent and effective workforce.

Staff have access to a good range of mandatory and needs-led training. A therapeutic model of care has been adopted in the home, and staff are at various points of being trained in this model. There is some evidence of research-informed

practice being used to meet the current child's needs, although there is not enough evidence to judge how this is impacting on this child.

Monitoring and review systems are effective and ensure that care is being delivered in line with the child's plans. An independent person visits the home each month and reports on their findings. Areas for improvement are addressed quickly. This includes acting on the recommendation from the previous inspection.

Detailed records are maintained in the home. They provide good evidence of the child's journey, experiences, and the positive progress that she has made while living at the home. Links with partner agencies are strong and support a cohesive approach to care planning. A professional wrote, 'The school, therapist and care staff all work closely together. I am very happy with the progress [name] has made.'

What does the children's home need to do to improve? Recommendations

- The registered person should respond to children's views about changes to staff and be aware of the potential impact this may have for the child's stability and emotional well-being. ('Guide to the children's home regulations including the quality standards', page 39, paragraph 8.12)

Specifically, ensure that new staff are introduced to the home in a planned way that considers the child's difficulties in forming positive attachments.

- Staff should continually and actively assess the risks to each child and the arrangements in place to protect them. ('Guide to the children's home regulations including the quality standards', page 42, paragraph 9.5)

Specifically, consider how external risk management strategies can be safely reduced to empower the child to take more responsibility for their own safety.

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: 1280371

Provision sub-type: Children's home

Registered provider: Time-Out Children's Homes Limited

Registered provider address: Unit 2, Ripponden Mill, Mill Fold, Ripponden
Sowerby Bridge, West Yorkshire HX6 4DH

Responsible individual: Janet Lumb

Registered manager: Katie Tomlinson

Inspector

Paul Scott, Social Care Inspector

The Office for Standards in Education, Children’s Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children’s social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children’s services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit <http://www.nationalarchives.gov.uk/doc/open-government-licence>, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: <http://www.gov.uk/ofsted>

© Crown copyright 2020