

1230415

Registered provider: Beacon Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care and accommodation for up to four children who have experienced early childhood trauma and have emotional and behavioural needs as a result of these experiences. A private provider operates the home.

The registered manager is suitably experienced and has a level 5 qualification in leadership and management.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. We returned to routine SCCIF inspections on 12 April 2021.

We last visited this home on 21 January 2021 to carry out a monitoring visit. The report is published on the Ofsted website.

Inspection dates: 17 to 18 November 2021

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 outstanding

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

Date of last inspection: 3 March 2020

Overall judgement at last inspection: sustained effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/03/2020	Interim	Sustained effectiveness
23/05/2019	Full	Good
08/03/2019	Interim	Sustained effectiveness
30/08/2018	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

Three children lived at the home at the time of this inspection. One has been there since the monitoring visit that took place in January 2021. Staff know the children well and are providing good-quality, individualised care. Children's plans are purposeful and have clear targets and objectives. Staff diligently follow these plans and this helps children to make good progress from their starting points.

Staff support children to express their views and develop their value base as individuals. Children share their views in individual key-working sessions and general daily discussions. Good attention is given to exploring issues relating to culture, diversity and equality, and staff and children celebrate a range of events and festivals together. This helps to increase the children's understanding and curiosity about difference and inclusion.

Staff help children to attend routine health appointments and to access more specialised services when needed. Some medication was observed by the inspector to be not securely kept. This was immediately acted on by the manager. Children enjoy a balanced diet and take part in a range of leisure activities. They make the most of local facilities and those further afield, such as theme parks. As a result, children enjoy good physical health and have fun.

Children are in full-time education and are making progress with their learning. They are predicted to achieve their GCSE examinations next year. Staff encourage children to do their best and work hard.

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

The manager and staff take their safeguarding responsibilities very seriously. Children experience good levels of safety planning and stability. Risk assessments are well informed, child centred and followed by staff. This good practice promotes children's welfare.

Children say that they feel happy, well supported and safe living at the home. Children do not go missing from home. Children's views about the home and their care are listened to and acted upon. This helps them to feel valued and that their views are taken seriously. This contributes to them feeling safe and well looked after.

Staff provide children with support to learn about what constitutes a healthy relationship and to enjoy appropriate relationships with their peers. For one child who has recently entered into a relationship, staff show appropriate concern and encouragement to help the child manage this appropriately.

Staff enable children to express and manage their emotions and feelings. Staff make good use of rewards and incentives. These are individual to the children and are linked to encouraging them to make positive choices and behave appropriately.

Staff receive training to raise their knowledge and awareness of how best to safeguard children. Staff are committed to training because the manager makes sure that this is a priority. They implement this learning in their day-to-day practice and care of children. Staff have received specialised training to help them to know how to respond to incidents of children going missing from home and self-harm, and be alert to issues that may indicate children are being exploited. This promotes children's safety and ensures that presenting risks of children arriving at the home are well considered and staff have the skills to mitigate those risks.

Recruitment of new staff is thorough and ensures that all necessary background checks have been carried out. This helps to ensure that suitable adults care for the children.

The registered manager ensures that the location risk assessment is shared with professionals and she regularly liaises with the police and local safeguarding partnership about risks in the local community. This helps to inform staff about how best to help children stay safe when they are enjoying time in the community. Regular health and safety checks and fire drills mean that children live in a safe and suitable home. A recommendation from the fire safety risk assessment has not been followed up promptly. The registered manager took steps to address this during the inspection.

The effectiveness of leaders and managers: outstanding

The care that children receive and the outcomes they achieve are good because of the excellent support that they receive from staff. Staff practice is built on the in-depth knowledge and implementation of policies and procedures instilled by the manager. These are consistently reinforced through effective induction and ongoing supervision and support that is reflective and empowering. In addition, mandatory and refresher training, annual appraisals and focused team meetings promote staff's continuous development.

When incidents of concern occur, staff manage these in a very well-coordinated and professional way. Children receive intensive support from staff to alleviate their concerns. Staff are clear and self-assured in how to meet the individual needs of each child.

Managers give robust challenge to professionals when this is required, including challenging placing authority staff about care planning issues and children's moves on from the home. This promotes children's good progress and outcomes.

The manager has an excellent relationship with the children. She spends time with them and advocates for them when needed. She talks proudly of their progress and achievements. She listens and supports children's views on the home's development

and their own wishes and feelings. One child told the inspector how the manager had supported them in exploring their identity and helped the other children in the home understand their wishes and how they would like to be identified. This has helped this child feel accepted, safe and confident.

The manager has strong oversight of the effectiveness of the care being delivered. Through high-quality internal monitoring systems, the manager identifies and acts on any issues. While the turnover of staff in the home has been high, the manager has contributed to effective recruitment, induction and support of new staff to reduce the impact of this on children.

The manager works very effectively in partnership with a range of professionals. Professionals are positive about the care and support that children receive and the communication they have with the manager and staff. They see that children's confidence and self-esteem is growing and that they are making progress from their starting points.

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

- The registered person should ensure that medication is kept secure in a cabinet. ('Guide to the children's homes regulations, including the quality standards', page 35, paragraph 7.17)
- The registered person should address recommendations raised in fire risk assessments without delay. ('Guide to the children's homes regulations, including the quality standards', page 15, paragraph 3.9)

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: 1230415

Provision sub-type: Children's home

Registered provider: Beacon Childcare Limited

Registered provider address: Hazlewoods, Windsor House, Bayshill Road,
Cheltenham GL50 3AT

Responsible individual: Mark O'Donnell

Registered manager: Nabeela Rashid

Inspector

James Tallis, Social Care Inspector

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