

1240844

Registered provider: Care 4 Children Holdco Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is run by a private company. The home may provide care for up to two children who may have social and emotional difficulties. The manager registered with Ofsted in June 2021.

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 setting on 4 March 2021 to carry out a monitoring visit. The report is published on the Ofsted website.

Inspection dates: 30 November and 1 December 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 good

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

Date of last inspection: 29 October 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/10/2019	Full	Good
18/09/2018	Full	Good
16/02/2018	Interim	Improved effectiveness
03/05/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The staff build positive relationships with children living at the home. They are strong advocates for children and ensure that their voices are heard. There are warm, caring relationships between children and staff, and the manager and staff demonstrate perseverance and determination to support children through times of crisis.

Children were confident when talking to the inspectors and said that they are happy and safe. They explained that staff provide daily encouragement and guidance. One child said: 'The staff really do care; they are proud of us and listen to what we have to say,' and another child, 'I get treated with respect [from staff] and for the first time after lots of moves I am doing OK, cared for, happy and safe.'

Children are supported to reflect on their past and to develop positive coping and social skills. This has led to a reduction for some children in behaviours that may place them at risk of harm. A child said: 'They [staff] talk to me about what is classed as a risk and what I need to do to reduce the risk,' and another child said: 'Every day is a new day and what happened yesterday should not spoil today.' Children are making measured progress in all areas of their lives, including their health, education, safety and emotional well-being.

All of the children have made significant progress in their education since moving into the home. For some children, it is the first time that they have engaged with education professionals for several months. One social worker said: 'I cannot believe the progress [child's name] has made since living here. He now has plans for his future and actually talks about education in a positive way.' Staff consistently support children with their education and provide daily incentives to recognise children's achievements.

Children are physically fit, and their emotional well-being is improving. Children have attended dental appointments after refusing to do so previously, and staff support children to attend appointments for specific health needs. Children are eating more healthily and are involved in planning meals in the home.

Staff work hard to build positive relationships with children's families to promote and maintain positive and safe family time. This is in accordance with local authority care plans. For children who live a long distance from their families, staff continue to actively support and encourage regular contact, for example staying in local hotels to be readily available to support overnight stays. This ensures that children maintain contact with all important people in their lives.

Children enjoy a range of activities, such as go-karting and going to the local youth club. Children enjoyed a holiday after a significant period of isolation due to COVID-19 restrictions. Children are supported to make suggestions about their home environment, the meals provided and the activities they take part in. Children's

wishes and feelings are consistently explored through family meetings and individual consultations.

Children live in a warm, nurturing environment and there are photos throughout the home of children enjoying fun times with staff. Children's bedrooms are personalised and well maintained. However, locks were evident on the communal living room area as this is used for a staff sleep-in space. This restricts children's access to all parts of their home. When this was brought to the attention of the manager, immediate action was taken to rectify this concern.

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

The manager completes a pre-placement assessment to understand the needs of children moving into the home. However, consideration of the potential impact on children already at the home, the skill base of the staff team, and how any risks would be managed is limited. The review of the home's location is not used as part of the planning process and does not outline how potential risks will be addressed. This increases the risk of placements breaking down.

Children said that they feel safe and secure in the home. The manager and staff understand their roles and responsibilities in safeguarding children and are alert to potential risks. They encourage children to let them know if they have any worries or concerns. A strength of the home is the consistent messages provided by staff. This is possible because staff have developed an open culture where all staff contribute their thoughts about individual care plans for children.

Risk assessments and behaviour management plans lack clarity about the risks that children may face and how staff will safely manage these. This has not directly affected children's safety, as staff demonstrate in-depth and up-to-date knowledge of individuals' risks, and their interventions have been consistent and effective. However, when relief staff work in the home, due to staff vacancies, the manager cannot be assured that all staff will understand how to take appropriate action in line with children's needs.

Staff understand the risks associated with children who go missing. When children do go missing from home, staff take the appropriate action to locate them and ensure their safe return home. Key-work sessions are carried out with the children to highlight the risks to them and the strategies in place to safeguard them. This minimises risk to children as they are equipped with the strategies to keep themselves safe.

Children report that any consequences imposed are fair. A restorative approach enables children to recognise the impact of their behaviour on themselves and others. A system of praise and reward ensures that the focus is not solely on negative behaviour.

The effectiveness of leaders and managers: good

The manager has demonstrated good leadership qualities and has made lots of improvements in the home since starting in post as the registered manager. He has a clear vision for the home and strives to ensure that the staff provide the best quality of care for the children. He is currently working towards a suitable qualification in leadership and management. He receives regular support from the responsible individual, and this is supporting his professional development within his current role.

The manager, alongside the responsible individual, is leading and developing a team of enthusiastic staff. Recruitment procedures are robust to ensure that only suitable individuals work in the home, and an effective induction programme is in place for new team members.

The staff are enrolled on a suitable residential childcare qualification, if they have not yet obtained one, on successful completion of a probationary period. There is a planned training programme to ensure ongoing professional development, which includes the individual needs of children.

Regular individual supervision and team meetings, which focus on children's needs and progress, provide opportunities for staff to reflect on their practice. The manager uses supervision well to monitor performance and support individuals to be solution-focused and understand their responsibilities.

The manager and staff work well with external agencies, including education professionals, health professionals and placing social workers. Positive feedback was provided to the inspectors about the 'excellent communication systems in place' and 'staff's commitment to children'.

Monthly monitoring systems help the manager to understand the strengths and areas for development of the home. However, not all of the incidents occurring in the home are fully evaluated, so any potential learning from practice is reduced and there are occasions when slang and jargon are used, which may hinder children's understanding of their experiences.

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>assess whether each child is at risk of harm, taking into account information in the child’s relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child.</p> <p>(Regulation 12 (1) (2)(a)(i)(ii)(iii)(v)(vi)(b)(d)(e))</p> <p>Specifically, that risk management plans contain appropriate strategies to minimise risks to children’s safety.</p>	<p>7 January 2022</p>
<p>The care planning standard is that children—</p> <p>receive effectively planned care in or through the children’s home; and</p> <p>have a positive experience of arriving at or moving on from the home.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home’s statement of purpose;</p> <p>that arrangements are in place to—</p> <p>manage and review the placement of each child in the home. (Regulation 14 (1)(a)(b) (2)(a)(b)(ii))</p>	<p>7 January 2022</p>

<p>Pre-admission planning and compatibility should identify robust strategies to minimise the impact of a new child moving into the home and the skill base of the staff team.</p>	
<p>The registered person must maintain in the home the records in Schedule 4.</p> <p>(Regulation 37 (1) (2)(a))</p> <p>The provider must demonstrate the hours that all staff have worked on rotas, including managers.</p>	<p>7 January 2022</p>

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: 1240844

Provision sub-type: Children's home

Registered provider: Care 4 Children Holdco Limited

Registered provider address: 1 Stuart Road, Bredbury Park Industrial Estate,
Bredbury, Stockport SK6 2SR

Responsible individual: Virginia Perkins

Registered manager: Andrew Parker

Inspectors

Michelle Edge, Social Care Regulatory Inspection Manager
Rose Maddocks, Social Care Inspector

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