

1241752

Registered provider: The Caldecott Foundation Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned. It provides care for up to two children between the ages of six and 16.

The manager has been registered with Ofsted since December 2016.

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.

Inspection dates: 18 and 19 January 2022

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

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

The effectiveness of leaders and managers **outstanding**

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: 18 November 2019

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/11/2019	Full	Outstanding
12/09/2018	Full	Outstanding
03/01/2018	Interim	Improved effectiveness
12/09/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children are at the heart of this home. Staff provide the children with a genuine sense of emotional warmth and understanding. Children are involved in all aspects of their care and this helps them make consistently very good progress.

Children enjoy living at the home. Children influence the day-to-day routine of the home and the wider development of the home. For example, children have designed a plan for new outdoor activities in the garden. This is now in progress. As a result, children feel valued and have a real sense of belonging.

Children grow in confidence and self-esteem. This is because they receive excellent care and support from staff. The staff have excellent relationships with each child. Together, they create a family feel in the home. This enables children to flourish in all areas of their development.

Children excel in education. Children's daily attendance at school is a must. Children have very positive experiences at school. This is because staff work creatively with education professionals. This provides a consistent approach to children's education, whereby children are seen as individuals. This leads to individualised education plans that help children make progress. The staff make sure that children are well prepared for the school day. Children's homework is a priority and, as a result, children flourish at school.

Staff place a strong focus on supporting children to have fun, try new things and have a happy life. Staff go to great lengths to create pictures, positive memory books and 'made me smile' notes, to provide children with a collection of happy memories. Children take these very happy memories with them when they move on.

Staff have a very good understanding of each child's health and well-being needs. Staff encourage children to lead a healthy lifestyle. Children eat a healthy diet and have plenty of exercise. Because of this, children are healthy and happy.

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

Children have very trusting relationships with staff. The manager and staff provide children with a consistent daily routine. Children enjoy this. Staff provide emotional warmth and understanding. This supports children to feel protected and secure, and helps to manage their behaviour in a positive manner.

Children have excellent and individualised behaviour support plans. These plans are detailed and sensitive, and provide staff with clarity on the actions they need to take to keep children safe. Children have individual conversations with staff. These are

called 'build to express', and focus on how children react to difficult situations. Children have responded very well to these conversations, and are now more reflective and able to manage strong emotions without becoming overwhelmed.

Staff support children to develop their independence. This includes taking age-appropriate and well-managed risks. Staff are confident in helping children to have new experiences. For example, one child takes part in community activities and clubs. Staff use 'life space' talks to support the child in understanding any dangers or risks. This supports children to recognise and take positive risks.

The manager and staff understand their safeguarding roles and responsibilities. Safeguarding training is thorough, diverse and planned to meet children's complex needs. Staff understand how to keep children safe. Staff have an in-depth knowledge of each child, including their risks and vulnerabilities. However, the team would benefit from further discussions in supervision and team meetings on wider safeguarding issues.

Managers and leaders recruit new staff in accordance with safer recruitment protocols. This reduces the risk of unsuitable adults working in the home.

The effectiveness of leaders and managers: outstanding

The manager is a strong leader and positive role model. Her passion and drive have been instrumental in making the house a home. This continues to raise the standards of care for children. Children receive a very high standard of care and protection. The progress children make is exceptional.

Staff have a genuine sense of commitment and loyalty. There is a real sense of family between the staff and children. Children are at the centre of everything the staff do. As a result, children have considerable trust in staff and the manager.

The staff receive regular formal supervision and development appraisals. These are reflective. The manager challenges staff, in a thoughtful manner, to help them make progress. Additionally, the manager captures children's views in the staff appraisals. This supports staff to progress with their learning and development.

The manager and staff involve children in all aspects of the running of the home. They consult with the children and always act on what they say, where possible. Listening to children is the core attribute of this outstanding home.

The monitoring by the manager is excellent. Effective management systems are in place. Children's records are of a very high standard. They show the progress of each child. Plans are dynamic in nature and change with the child. The child is able to read their plan and see their growth and the progress they are making. As a result, children are rightly proud of their achievements.

Professionals were positive in their feedback about the home. One professional said: 'Really the best one, creates a home not a residential home. Staff are constantly

committed, understanding and communication is effective – wonderful. They create a special atmosphere.’ This has led to a settled, happy home that is helping children make considerable progress.

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

Recommendation

- The registered person should ensure that, as set out in regulations 31–33, they are responsible for maintaining good employment practice. They must ensure that recruitment, supervision and performance management of staff safeguard children and minimise potential risks to them. ('Guide to the children's homes regulations, including the quality standards', page 61, paragraph 13.1)

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: 1241752

Provision sub-type: Children's home

Registered provider: The Caldecott Foundation Limited

Registered provider address: Caldecott House, Hythe Road, Smeeth, Ashford, Kent TN25 6SP

Responsible individual: Nicholas Barnett

Registered manager: Teresa Elce

Inspector

Thirza Smith, Social Care Inspector

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