

2645688

Registered provider: Kedleston (Wood Grove Childcare) Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately run children's home is owned by a national care provider. It is registered to provide care and accommodation for up to five children. The provider states in their statement of purpose that they provide care for children who have social, emotional and mental health needs.

A skilled and experienced registered manager is in post.

The home was registered in August 2021. This is the home's first inspection.

Inspection dates: 24 and 25 January 2022

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.

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: none

Inspection judgements

Overall experiences and progress of children and young people: good

The manager and staff team have created a home that is warm and welcoming. Children are settled. They like living in their home, enjoy each other's company and have good relationships with the staff. One child said, 'I feel like that this is the place I'm supposed to be now.'

Children receive the help and support they need to improve their emotional health and well-being. Although there has been some turnover of staff since the home opened, children receive continuity and consistency of care from a core group of staff. An effective recruitment process means that the home is fully staffed again.

Children are supported very well to engage in education. They are making progress academically and socially. Some young people now travel independently to their education placement. This is a big step forward in their independence skills. When children are struggling in their education placements, the manager and staff team support them to find alternatives, escalating their concerns if suitable placements are not found quickly enough. Staff help children to understand that they can achieve their hopes and ambitions through educational engagement.

Celebrating equality and diversity is becoming embedded into the staff team's care practice. Children are supported to develop confidence in themselves and take pride in their own individualities. They also have fun exploring other cultures. For example, children learned how to make sushi during a recent activity. Opportunities like this help children to develop empathy and a deeper appreciation of other cultures and traditions.

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

Staff support children well to stay safe. Individual risk management plans help staff understand how to protect children. When, on one occasion, a safeguarding event occurred in the home, staff took quick and effective action to protect children. There was a multi-agency safeguarding response to the incident. Lessons learned from the incident have led to improved night-time safety for children.

Positive relationships between staff and children, alongside clear expectations, help children to reduce incidents of challenging behaviours. There have been very few physical interventions in the home, indicating a settled home where children are helped to manage their emotions. Where appropriate, staff work closely with family members to help improve relationships. A parent said, 'They have helped me understand how to protect my child and how to set boundaries. I know they will keep supporting me as time goes on.'

Recruitment checks on prospective new staff are thorough. This enables the manager to be confident that staff are suitable to work with children. Probationary reviews and other performance management processes also promote safe practice. When shortfalls are identified in staff practice, effective action is taken to enable improvement.

The manager ensures that when new children come to live at the home, staff can meet their needs safely. The manager considers the impact on other children, and only agrees to new children moving in when she is confident that the home can make a positive difference to a child's life. The manager keeps children's emerging needs under review during placement. On one occasion, she concluded that the developing needs of a child could no longer be safely met at the home. In consultation with the placing authority, the child was moved to alternative accommodation. The manager has taken time to reflect on the child's placement and what lessons can be learned.

The effectiveness of leaders and managers: good

An experienced and skilled manager leads the home. She understands children's needs very well. She maintains close oversight of the running of the home. She sets high standards and has high expectations in relation to the care children receive.

Monitoring and review systems help the home to continually improve, and they ensure that children receive high-quality care. Concerns raised by children or staff are carefully reviewed. On one occasion, a substantial action plan was put in place. The manager's internal monitoring would be further enhanced by reviewing the impact of the action plan to ensure that actions have been effective.

The majority of the staff team are qualified. Others are working towards the relevant residential childcare qualification. Staff receive a wide range of training that is regularly updated. Staff say that they enjoy coming to work, they feel valued and that the manager listens to their ideas and suggestions.

Multi-agency working is effective. The manager and staff regularly advocate on behalf of children. A social worker said, 'The transition in to the home has been brilliant. One thing [my child] really liked was that they were treated age-appropriately. [My child] felt as though they were listened to and respected.'

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

- The registered person should make best use of information from internal monitoring to ensure continuous improvement. They are responsible for reviewing the effectiveness of, and proactively implementing, lessons learned, and for sustaining good practice. 'Guide to the children's homes regulations, including the quality standards' page 55, paragraph 10.24

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: 2645688

Provision sub-type: Children's home

Registered provider: Kedleston (Wood Grove Childcare) Limited

Registered provider address: Unit 8 Brook Business Centre, Cowley Mill Road,
Uxbridge, Middlesex UB8 2FX

Responsible individual: Gillian Miele

Registered manager: Tracey Power

Inspector

Catherine Honey, Social Care Inspector

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