

1226397

Registered provider: Compass Childrens Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and operated by a private company. It provides care for up to four children. The children may have faced adverse childhood experiences, trauma or placement and family breakdown.

Inspection dates: 2 and 3 February 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.

Date of last inspection: 20 October 2021

Overall judgement at last inspection: inadequate

Enforcement action since last inspection:

This children's home was judged inadequate on 21 October 2021, as a result of concerns about the understanding of risk and children's safety, as well as management oversight of the home. Following that visit, Ofsted issued two compliance notices under regulations 12 and 13 of the Children's Homes (England) Regulations 2015.

A monitoring visit took place on 23 November 2021. The compliance notices had been met.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/10/2021	Full	Inadequate
26/02/2020	Interim	Sustained effectiveness
22/05/2019	Full	Good
12/09/2018	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

The staff understand the children and their needs well. Staff have positive relationships with children. As such, children can share their thoughts and feelings with staff, which supports the progress children make.

Staff place a strong emphasis on education as they understand the positive impact it has on children's lives. They persistently encourage children to attend school when they are reluctant to do so. One child, who had not attended school for over two years before living in the home, is now in full time education. Staff help children to complete their homework to promote their learning and help them achieve their best.

The home has an in-house therapist who provides therapeutic sessions to support children with their emotional well-being. The therapist also delivers training to the staff to equip them to provide children with therapeutic care. This means that staff are skilled in talking to children about their worries. This has a positive impact on children's emotional health and well-being.

One child has left the home since the last inspection. This was a well-planned move, and staff remained in touch with the child until they had settled in their new home.

Staff are proactive in helping children to stay in touch with those people who are important to them. This includes helping children to have time with family members who do not live locally.

Staff provide children with nurturing care, and they celebrate children's achievements and praise positive behaviour. Children engage in community activities such as a local football club and going on outings.

Overall, the home is well maintained. The home is being redecorated and the children are involved in deciding on how they want their bedrooms decorated.

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

Staff have the skills and knowledge to keep children safe. Children do not go missing from the home. However, missing-from-care protocols are in place for each child should staff need to use them.

The staff have managed some significant incidents and supported children when they have been distressed. Following incidents, children reflect on their behaviour and have an opportunity to share their views and feelings. If children do raise concerns or make an allegation, the manager takes appropriate action. As such, children feel listened to.

Staff use physical interventions as a last resort to keep children safe. The manager completes debriefs with the children and staff. She has a good overview and understanding of each incident. The behaviour management trainer has also reviewed incidents with staff to reflect on practice and consider lessons learned. This is helpful and provides an opportunity for learning.

Staff have a good understanding of behaviour management plans. Staff provide children with consistent guidance and boundaries, and they focus on helping children make positive choices. This consistent approach provides children with structure and routine and helps them feel safe.

Staff educate children about keeping safe. They teach children about the risks of drug use and how to stay safe in relationships. These discussions are well documented and capture the child's views and understanding.

A quality assurance team, along with the manager, have been supporting the home to improve practice and improve staff's safeguarding knowledge. The manager discusses safeguarding practices with staff at every opportunity. Staff can talk with confidence about risk assessments and how they would protect children from harm. This means safeguarding children is at the forefront of practice.

The effectiveness of leaders and managers: good

The manager is in the process of applying to be registered with Ofsted. She is an experienced leader who is committed to the development of the home. The manager has worked hard to prioritise the shortfalls identified at the last full inspection. The manager has been effective in targeting areas of need and raising standards of care. The improvements she has made have had a positive impact on the quality of care provided to children.

Staff feel secure in their practice because of the strong leadership in the home. The manager supports staff through regular supervision sessions. When staff are not performing as expected, improvement plans are in place to promote their development. This is effective and improves staff practice. The manager ensures that staff understand their roles and responsibilities.

At times, COVID-19 has disrupted staffing in the home, and agency staff have been used to cover for staff sickness. Despite this, children have experienced a level of consistent care from a core staff team. The staff have worked together to meet the needs of the children.

Staff have suitable training to help them meet the children's needs. There is an ongoing training plan for continued therapeutic training. Most of the staff have the required qualification for the role or are working towards it. However, one member of staff has not completed their qualification within the required time frame. A plan is in place to ensure that this is completed as soon as possible.

The manager communicates exceptionally well with professionals. She coordinates weekly meetings with each child's school, therapist and social worker. This ensures that everyone is aware of the child's progress and creates a joint-working approach to meet the child's needs.

Children's social workers are complimentary about the home, the work that is done with children and how staff help children process their past trauma.

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 registered provider must appoint a person to manage the children's home if—</p> <p>there is no registered manager in respect of the home. (Regulation 27 (1)(a))</p> <p>In particular, the provider must employ a manager for the home who must apply to register with Ofsted without delay.</p> <p>This requirement was issued at the last inspection and is restated.</p>	31 March 2022
<p>The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety</p> <p>The requirements are that —</p> <p>the individual has the appropriate experience, qualification and skills for the work that the individual is to perform;</p> <p>For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained—</p> <p>the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma").</p> <p>The relevant date is—</p> <p>in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home. (Regulation 32 (1) (3)(b) (4)(a) (5)(a))</p> <p>This requirement was issued at the last inspection and is restated.</p>	31 March 2022

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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: 1226397

Provision sub-type: Children's home

Registered provider: Compass Childrens Homes Limited

Registered provider address: 3 Rayns Way, Syston, Leicester, Leicestershire LE7 1PF

Responsible individual: Benjamin Jordan

Registered manager: Post vacant

Inspector

Lisa O'Donovan, Social Care Inspector

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