

1276421

Registered provider: Invested Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and managed by a private provider to care for up to four children who may have emotional and/or social difficulties.

Although there are four children placed in the home, only three children were living in the home at the time of the inspection. The inspector spoke to the three children who live in the home.

The manager registered with Ofsted in October 2019. However, they are not currently in day-to-day charge of the operation of this provision.

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 30 September 2020 to carry out an assurance visit. The report is published on the Ofsted website.

Inspection dates: 7 and 8 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: 14 October 2019

Overall judgement at last inspection: improved effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/10/2019	Interim	Improved effectiveness
16/04/2019	Full	Good
30/10/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Leaders recognise that one of the children's needs cannot be met while the child is living in this home. Notice has been served on this child's placement and the child is now living away from this home. The staff continue to support the child, so that the child can experience one-to-one care with familiar staff while their next home is sourced.

The children build trusting relationships with the staff. Children say that they can talk to the staff and identify staff as people to turn to for support. The children value and enjoy the time they spend with staff, whether this is in the home or while out on fun activities and trips.

Children who live a long distance from the significant people in their lives are supported by staff to make regular visits to see them. This helps the children to maintain family connections and promotes the children's emotional well-being. Staff facilitate special arrangements around key times, like Christmas and anniversaries, so that the children can, where appropriate, spend quality time with their families and have memorable experiences.

Staff talk to the children about healthy choices and promote good health. The staff arrange for a specialist drug and alcohol service to visit the children to educate them about the associated risks. This helps the children to make informed choices about their health and to understand the benefits of being healthy.

Staff encourage the children to value their learning. Some children have good attendance at school and make continued progress. When children face issues with attendance, staff consistently promote education and provide the children with learning opportunities, including educational activities. Staff share relevant information with educational professionals. This helps the barriers to children's learning to be explored and addressed, so that children can continue to learn.

Children are supported by staff to take part in charitable events, which helps the children to contribute and feel invested in their community.

Care planning documents are succinct, regularly updated and include current information to help the staff to know how they should meet the children's needs. Children's records contain the fine details of the children's preferences and demonstrate that the staff get to know the children very well.

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

Children say that the staff make them feel safe. Staff support the children sensitively during and following crisis incidents, and they offer the children alternative strategies to behaviours that may cause the children harm. One professional said:

'The staff are very aware of the children's cues and make links about why behaviour occurs. The staff work together with children to help them to find a solution.'

Children's risk assessments include their known vulnerabilities and the measures that the staff should take to mitigate the risks. This guidance helps the staff to understand how to keep each child safe.

Sanctions are rarely used. The staff prefer to encourage positive behaviour by regularly recognising and celebrating the children's successes. When sanctions are imposed, they are used to help the children to understand not just that there are consequences for their actions, but to help the children to understand that their safety is important.

Staff use key-work sessions to promote the children's safety. When new risks emerge, the staff arrange for agencies such as the fire service and the police to visit the children, to help to teach the children to be able to recognise and avoid danger.

Staff act promptly when the children face risks in the community, and demonstrate that they are aware of the measures to reduce these risks to the children. However, the location risk assessment is not always updated when new risks emerge. This oversight prevents the staff from having a useful resource which details the known risks in the local area.

Safer recruitment processes are followed when staff are appointed. This provides assurances that the adults have been appropriately vetted before they care for the children.

The effectiveness of leaders and managers: good

The manager, who is currently on a period of planned absence from the home, has implemented effective systems to monitor and review the care that the children receive. The interim manager and deputy, who are overseeing the management of the home during the manager's absence, continue to proficiently use the monitoring systems. This helps to ensure that the children experience consistency.

The interim manager is in the process of applying to register with Ofsted until the manager returns. The staffing changes have been explained to the children. One child said: 'Not much has changed really because all the staff are great.'

Staff have completed mandatory training, and training in the chosen therapeutic model is continual. However, over half of the staff have not completed training in suicide and depression. This has not negatively affected children, but there may not always be staff with the appropriate knowledge available to respond to children with this specific need.

Managers take prompt and effective action when safeguarding concerns arise, and share any incidents that involve the children with the relevant agencies. However, there are serious incidents that have not been notified to Ofsted. This oversight has

prevented Ofsted from having a full understanding of these incidents. In addition, this has prevented Ofsted from being assured that all the necessary actions have been taken to safeguard the children.

Appraisals acknowledge the strengths of the staff and highlight areas of practice for development. Senior staff are given additional responsibilities so that they can understand, and complete, managerial tasks effectively.

Monthly team meetings are well attended and are used to help the staff to learn from each other. Staff are given targets which are reviewed in supervision. This helps the staff to focus on specific areas to improve their practice and the children's 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 registered person must notify HMCI and each other relevant person without delay if—</p> <p>a child is involved in or subject to, or is suspected of being involved in or subject to, sexual exploitation;</p> <p>an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious;</p> <p>there is an allegation of abuse against the home or a person working there;</p> <p>a child protection enquiry involving a child —</p> <p>is instigated; or</p> <p>concludes (in which case, the notification must include the outcome of the child protection enquiry); or</p> <p>there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(a)(b)(c)(d)(i)(ii)(e))</p>	<p>9 March 2022</p>

Recommendations

- The registered person should ensure that there are sufficient suitably trained staff (including someone in a management role) on duty to meet the assessed needs of all children in the home. (‘Guide to the children’s homes regulations, including the quality standards’, page 51, paragraph 10.1)
- The registered person should review the appropriateness and suitability of the location and premises of the home at least once a year. The review should include the identification of any risks and opportunities presented by the home’s location and strategies for managing these. (‘Guide to the children’s homes regulations, including the quality standards’, page 64, paragraph 15.1)

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: 1276421

Provision sub-type: Children's home

Registered provider: Invested Childcare Limited

Registered provider address: Acklam Hall, Hall Gardens, Middlesbrough TS5 7BJ

Responsible individual: Michael Bowe

Registered manager: Emma Welburn

Inspector

Paula Kelly, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2022