

# 2656902

Registered provider: Footsteps to Futures Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

The home is privately owned and operated, providing care for up to three children with emotional, behavioural and social difficulties and mild learning difficulties. The home registered in 2021 and is led by a registered manager.

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: 15 and 16 February 2022

<b>Overall experiences and progress of children and young people,</b> taking into account	<b>good</b>
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	outstanding
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The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** not previously inspected

**Overall judgement at last inspection:** not applicable

**Enforcement action since last inspection:** none

## **Recent inspection history**

Not previously inspected

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Children have settled well into this newly registered children's home. They receive personalised care, which reflects their individual needs. In a relatively short period they have made progress in all areas of their lives.

Staff and managers work closely and proactively with involved professionals, family members and children. This has led to children enjoying improved time with family members and others who are important to them. The staff have acted as strong advocates in supporting increased time with family members and friends. Children's self-esteem and sense of worth have increased as a result.

Children are receiving education. For some, education has not been a positive experience before moving to this home. Staff work with the children to ensure their re-integration into formal education, which is appropriate to their individual needs. This has included the use of alternative provision and work experience placements. A social worker commented on the significant improvements for their child. They now have established routines and aspire for their future.

Children receive support from the manager and staff for their physical and emotional health needs. Some children have not received the help and care they need in this area, prior to moving to the home. These are now in place. This reflects the commitment of the manager and staff to ensure that each child has timely access to the counselling and other mental health services they need.

Children feel included in discussions about how this home is run. Staff regularly meet with them and encourage them to express their wishes, views and feelings. This is making the children feel valued, listened to and important. Children know how to raise their concerns, although they have not felt the need to make formal complaints. This reflects their belief that staff and managers will act on their concerns and resolve them to their satisfaction.

Children get to take part in a wide range of activities. Staff promote children's interests and skills. Children get to see family and significant others. Relevant family members are seen as integral to this. Children respond well to seeing their family and friends. They value the importance that staff place on these relationships. Staff support those children who are living at a distance from their home area. They provide transport for children to visit family and friends.

Children feel listened to and valued. It is clear from comments made by their social workers that children's sense of worth and confidence is increasing.

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

Staff understand the risks posed to children very well. Staff produce comprehensive risk assessments. They share these with placing social workers and regularly review and update them. This has led to children becoming increasingly safe. There has been a reduction in concerning or risky behaviour.

There have been very few incidents of children going missing from the home. Managers and staff have taken all necessary action to ensure that children return home. Staff consider the actual or potential triggers for such behaviour. They have worked with placing social workers to adapt and change plans. For one child, this has included increasing their time spent with friends. This has already led to a reduction in incidents of the child going missing from the home.

Children who are at risk of exploitation or other forms of abuse are well supported by staff. The staff manage potentially risky situations with skill and sensitivity. They consider the risks to children, while also ensuring that children are not labelled or made to feel guilty or shamed. This takes considerable skill.

The staff provide children with good support and help to manage their behaviour. Children are assessed and receive more specialised help in relation to some behaviours. The staff work with the children's social workers and specialist health services to ensure that services are put in place. Staff also appreciate the need to enable children to take age-appropriate risks and do so with skill and confidence.

Staff understand their safeguarding duties and responsibilities. They act in line with relevant regulations and statutory guidance. They always ensure the safety of children in their care. Their training enables them to be diligent and skilled in identifying actual and potential risk factors for children.

Recruitment processes and procedures for new staff and managers are thorough. Clear and comprehensive systems protect children from unsuitable adults coming to work at the home.

Managers have formed positive working relationships with the police and the local authority designated officer. There have been no allegations against staff. However, managers are clear about their responsibilities and duties to protect children.

## **The effectiveness of leaders and managers: outstanding**

The registered manager has high aspirations and expectations for the children in her care. She acts as a positive role model and advocates for both children and staff. She is held in very high regard by the staff team. She inspires them to do their very best to meet the individualised needs of each child.

Managers and staff have a detailed understanding of the children's presenting needs and difficulties. They work at the pace of each child and promote children's needs extremely well. They challenge other agencies and professionals if there is any drift

or delay in getting the right services and support in place for children. The children understand this, and, as a result, they learn to trust their carers and thrive on the consistent care they receive.

A key strength of the home is the planning of placements and matching of children. The managers' consideration and thought in matching the needs of children moving to the home are outstanding. A social worker for one child could not praise the managers enough for their excellent co-working. The sensitivity and imaginative practice implemented by managers are worthy of wider dissemination.

Staff are extremely motivated and competent. They receive regular supervision from managers. This not only considers their professional conduct and performance but has a strong focus on their well-being. Staff feel included in and consulted on how the home is operated.

Staff receive an excellent induction when they start working at the home. The quality and content of the training and development are excellent. The organisation has employed a training and development officer. Staff receive bespoke training to meet the needs of each child. Such training is provided in a very timely manner. Staff feel able to request additional training and support, which increases their competence and skills.

Management monitoring and tracking systems are excellent. Managers and staff fully understand the issues and needs of children. They closely track their progress and adjust plans and risk assessments. The use of key-work sessions is meaningful and relevant to the child. This is enabling children to consider their individual needs and to make changes in their behaviours.

## **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:** 2656902

**Provision sub-type:** Children's home

**Registered provider:** Footsteps to Futures Limited

**Registered provider address:** Chesterfield House, 1 Station Street, Bingham, Nottingham NG13 8AQ

**Responsible individual:** Donna Francis

**Registered manager:** Debreece Nicholls

## Inspector

Tracy Murty, Social Care Inspector

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