

# SC040175

Registered provider: The Drive Care Homes Ltd

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This privately owned home provides care for up to eight children aged up to 18 years who have learning disabilities.

The manager has been registered with Ofsted since April 2017.

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: 2 and 3 March 2022

<b>Overall experiences and progress of children and young people, taking into account</b>	<b>outstanding</b>
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	good
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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:** 12 November 2019

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/11/2019	Full	Good
18/06/2018	Full	Good
08/01/2018	Interim	Declined in effectiveness
22/08/2017	Full	Good

## **Inspection judgements**

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

Children receive exceptional care from the staff in this home. Meticulous planning every day by the registered manager and the staff team ensures that children experience routine and structure to their day. This is vitally important for the children in meeting the complex needs associated with their individual learning disability.

Children experience stability and warmth from the staff in this home from the moment they arrive. The registered manager ensures the staff have the skills and experience to look after each child and matching is appropriate and thoughtfully considered.

All children in the home have made exceptional progress. Children's communication needs are a key development focus for staff, to ensure that children can express their views and feelings. For example, one child's self-injurious behaviour was explored using the provider's 'total communication' method. This led to a child being able to express that she wanted her hair cut short. This piece of work saw an instant decline in self-injurious behaviour for this child and introduced a new communication pathway for her to express herself.

Children's educational experiences are holistically planned to meet each child's needs. Important life skills are factored into children's daily experiences. For example, one child has learned to make a cup of tea; this is exceptional progress from her starting point in the home. Another child, previously unable to maintain any type of education, has successfully completed work experience in a local shop.

The registered manager is an advocate for children's health needs. For example, one child was refused a blood test by the local hospital due to his presenting behavioural needs. The registered manager challenged this decision, resulting in play therapy being provided by the hospital to enable this child to receive the treatment he needed.

External feedback from professionals is exemplary. One child's social worker commented, 'This is an exceptional home with high standards, and they are committed to [name of child] and his family.'

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

Risk mitigation plans for children are thoughtfully considered and tailored to each child's abilities. Children are supported by staff to learn important life skills to enhance their safety, such as learning to cross the road.

Children's safety is further enhanced by high staffing ratios to ensure that children have the support they need. This has helped to ensure that children do not go missing or experience exploitation.

The children in this home have a wide range of different behaviour challenges. The staff adopt a 'person-centred active support model' approach to children. The success of this approach is evident in the reduction in frequency of physical interventions. Children are provided with an environment in which they can flourish.

The environment provided for children is homely and personalised. Essential health and safety checks are carefully carried out, which protects children from the risk of harm.

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

The home is well led by an experienced and effective registered manager. Staff receive regular and effective supervision. Because of this, the staff feel well supported and valued.

The analysis by the registered manager of trends and patterns in children's behaviour has contributed to a decrease in incidents. He uses effective monitoring systems to review and reflect on all aspects of the care children receive.

The registered manager is dedicated, passionate and child-focused. He knows the children extremely well, is intuitive to their needs and strives for the best for them. He has well-evidenced plans for the further development of the home.

Comprehensive training and development for staff mean they have gained the skills to meet children's very complex needs. The manager promotes embedded learning through the use of fun quizzes during team meetings. However, many of the staff team have not gained the relevant qualification in the required timescale.

A recruitment record for a member of staff did not include a full history of their employment. The absence of this information highlights a weakness in the organisation's systems used to recruit and vet staff.

## 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>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"); or</p> <p>a qualification which the registered person considers to be equivalent to 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; or</p> <p>in the case of an individual who was working in a care role in a home on 1st April 2014, 1st April 2016</p> <p>works, or has worked, in a care role in a home on a part-time basis. (Regulation 32 (4)(a)(b) (5)(a)(b))</p>	31 October 2022

### Recommendation

- The registered person should ensure that recruitment processes safeguard children and minimise potential risk for them. In particular, ensure staff provide a full employment history. ('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:** SC040175

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

**Registered provider:** The Drive Care Homes Ltd

**Registered provider address:** The Drive Care Homes Ltd, 18 Hatherley Road, Sidcup, Kent DA14 4BG

**Responsible individual:** Emmanuel Akpan

**Registered manager:** Ram Poudyal

## Inspector

Sara Stoker, Social Care Inspector

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Manchester  
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