

# SC020171

Registered provider: Arnfield Care Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is registered to provide care for up to seven children and young people with social and emotional needs. The home and the registered school on site are owned and operated by a private provider. This inspection only looked at the social care setting.

There is a qualified manager in post.

### Inspection dates: 2 to 3 August 2022

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

The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** 10 May 2021

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/05/2021	Full	Good
15/07/2019	Full	Good
02/05/2018	Full	Good
27/06/2017	Full	Good

## **Inspection judgements**

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

Children have made good progress since coming to live at the home. Staff are skilled at forming positive relationships with children and setting expectations. Consequently, children's experiences and educational outcomes are excellent. This is a strength of the service. Children, some of whom have been out of education for some time, have good school attendance. Staff liaise with educational placements and social workers to ensure that children are supported to achieve their targets. This good working relationship ensures that children make progress.

Managers and staff work hard at building positive relationships with children. These relationships help children to develop a sense of belonging. Children's individual interests and hobbies are encouraged. For example, children enjoy attending uniformed organisations, playing at the local scooter park, attending football camps, drawing and playing the piano, among other things. One child said, 'The staff make me laugh and help me with my wildlife garden.'

Staff in the home support children to maintain positive relationships with those who are important to them. Staff advocate on behalf of children in their communication with social workers and parents to review family time arrangements. This helps children to maintain important relationships with their loved ones. A family member said, 'I am happy with the placement. She [the child] is safe and well taken care of, mentally and physically.'

Staff help to prepare children when moving on from the home, whether they are returning to family or moving to live independently. For example, one child moved successfully to semi-independent living and continues to maintain telephone contact with staff. The manager and staff team work very closely with placing authorities to support children. This ensures that children are prepared both practically and emotionally when leaving.

Staff support children to develop skills and strategies to manage their own emotions and difficult feelings. When conflict happens, children are taught how to repair relationships.

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

Risk assessment commences at the referral stage and a thorough, personalised risk assessment is devised for each child. These assessments are regularly updated, with effective, focused work being undertaken to minimise risks to children.

The manager and staff team have well-developed strategies in place to keep children safe while on the internet. The introduction of a safety net system provides the care team with the tools to safeguard children from harm. A social worker said,

'There has been a lot of keywork about being safe online. [The child] has really benefited from it. She reflects with me on the learning from this work.'

The highly effective behaviour management strategy is underpinned by an in-depth understanding of the children's needs. There are clear boundaries in place for children and they know what is expected of them. After the last inspection, the home went through a challenging period which resulted in an increase in the use of physical intervention. The staff team has consistently applied behaviour management strategies that are personalised to each child, in order to reduce incidents. The success of this approach is evident in the reduction in the frequency of physical interventions. There has been no use of physical intervention at the home for a year.

All incidents are reviewed and monitored by the manager, who uses this information to help inform children's plans. The use of restorative practice has increased children's sense of personal responsibility, reducing the need for consequences. Children have a voice and are listened to.

There are effective protocols in place to respond to children who go missing from care, and independent return interviews are usually carried out promptly. Children are encouraged to take well-managed, age-appropriate risks. The staff team balance risk with the development of children's independence.

Staff recruitment practice is robust and is effective in helping to protect children from unsuitable adults. Children are actively involved in the recruitment process, giving them the opportunity to express their views on decisions that affect them.

The home is a well-maintained and comfortable environment. Health and safety checks are carried out regularly and therefore protect the children from harm. Any shortfalls are immediately actioned by the manager.

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

The manager leads by example. Her commitment to this home is absolute and she has a clear vision for it. She has an excellent knowledge of children's needs and the plans for them. Her pride, belief, love and respect for the children is evident.

There is a strong, established management team in place that has a good understanding of safeguarding, and of the children's needs. Managers have high expectations and are ambitious for the children. The manager is actively involved in the children's lives, and she has an excellent relationship with every child.

There has been some turnover of staff. However, there is a committed core staff team, whose members have established relationships with children. This ensures that the impact of staff turnover on children is minimised. Supervision takes place regularly, and staff receive additional supervision when needed. Overall, the staff team remains strong, and the manager is working hard to retain and develop staff.

Training for staff and the induction processes are a strength. The training lead for the organisation has a clear vision for the development of the staff team. For example, the provider has commissioned an independent report to review equality and diversity practice across the service. This will help to ensure that staff are equipped to meet the specific needs of the children. Senior managers have created a culture of high aspiration, inclusion and positivity.

Staff value their regular supervisions and feel supported in their work. The home is well monitored by the independent visitor, and the manager is proactive in addressing any shortfalls. She is constantly looking for and implementing new ways to improve practice. The manager has strong links with external agencies and within the local community. This gives the children a sense of belonging to the area.

The manager monitors the quality of care provided effectively. Any shortfalls are immediately addressed. This maintains the high level of care provided within the home. Despite the challenge that the manager provides to placing authorities, some children do not have up-to-date care planning documentation, which means their current needs may not be fully understood.

## 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 care planning standard is that children—</p> <p>receive effectively planned care in or through the children's home; and</p> <p>have a positive experience of arriving at or moving on from the home.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that each child's relevant plans are followed. (Regulation 14 (1)(a)(b)(2)(c))</p> <p>This relates to ensuring that all placing authority care planning documentation is up to date.</p>	<p>30 September 2022</p>

## 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:** SC020171

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

**Registered provider:** Arnfield Care Limited

**Registered provider address:** Arnfield Tower Activity Centre, Manchester Road, Tintwistle, Glossop SK13 1NE

**Responsible individual:** Wayne Relf

**Registered manager:** Claire Barber

## Inspectors

Catherine Honey, Social Care Inspector

Linda Mason, Social Care Inspector

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