

1226971

Registered provider: Thornleigh Camphill Communities Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care for up to 12 children aged from six years old. Some children stay until they are 19, as part of their care plan. All the children have a wide range of special educational needs and/or disabilities and education, health and care plans.

Care is currently provided in two homes, which are located near the school. At the time of this inspection, two children were living here.

The registered manager has been registered with Ofsted since November 2021. His plan is to return to his previous position of responsible individual once the new manager is registered with Ofsted.

Inspection dates: 9 and 10 August 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: 9 September 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/09/2021	Full	Good
10/03/2020	Full	Good
09/01/2019	Interim	Improved effectiveness
26/06/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children benefit from a committed and nurturing team of staff who understand their needs and behaviours well. Staff ensure that children's views are captured in their records through individualised communication approaches, such as the Picture Exchange Communication System, choice boards and picture cards. Staff advocate for children about their likes and health needs. They help children to spend time with those who matter to them most, such as parents and siblings.

Children's care plans are sensitively written with input from several health and education professionals to meet children's diverse needs. Children's plans clearly identify their achievements as well as areas for development. Children make progress with their confidence, independence skills and anxious or aggressive behaviours because of the help and consistency of care from staff. However, some children's intimate and sexual behaviour plans need further clarity about how staff will support children so that their privacy is consistently prioritised, and staff clearly understand what their role is. Staff also need to ensure that they evidence meetings with parents and professionals and record their agreement to these plans.

Children live in a comfortable and clean home environment that they have helped to decorate. Staff make sure that children eat healthily. They buy mostly organic foods to promote children's overall well-being. Children benefit from the park grounds surrounding them, where they enjoy camping and spotting wildlife.

When children move from the home, staff carefully consider plans that help the children to make the move as comfortably as possible. For example, children are helped to slowly adapt to their new home surroundings at a pace suitable for them with the support of staff. Staff take children for lots of visits, encourage them in new activities and celebrate their time at the home when they leave.

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

Staff ensure that children are safeguarded at this home through the robust support and oversight of the designated safeguarding lead. Staff receive regular safeguarding training that helps to remind them of their responsibilities in keeping children safe.

Since the last inspection, no children have been missing from the home and no allegations have been made against staff. If parents have concerns, managers ensure that timely and thorough responses are provided in line with their complaints policy.

Risk assessments are very comprehensive and identify risks for children in the community and as a result of their behaviour. These detailed assessments help staff to reduce potential harm to children. Incident records are of a high quality and

consistently capture the views and feelings of children through 'reflective discussions' and the use of social stories to help them understand what has happened and so that staff know how they feel. Staff use restraint as a very last resort and use the least restrictive method of intervention as possible. Records are completed well and there is good manager oversight of these records.

If concerns arise about staff as a result of action in their private lives, managers take immediate action to ensure that children's welfare is prioritised. This includes notifying the local authority designated officer, suspending staff and initiating investigations.

The effectiveness of leaders and managers: good

Leaders and managers have a strong understanding of the quality of care provided at this home and strive to make improvements for children. The registered manager and staff team work flexibly at times of crisis to ensure that children are provided with staff who know them and can respond appropriately to put them at ease when upset.

The registered manager is highly experienced and has the required qualifications for the role. Staff speak highly of the skill set and commitment of the registered manager. Staff enjoy working at this home and work closely as a team, using their different skills to achieve the best outcomes for children.

Safer recruitment processes are strong, and this includes for those agency staff who work at the home. Reasons for leaving and gaps in employment are meticulously checked. This helps to ensure that the workers are properly vetted before working with children.

Staff receive regular supervision that is captured in detailed recordings. Managers help staff to reflect on their practice and identify training needs and possible areas of improvement to strengthen the care provided to children. Managers ensure that children's progress and needs are a strong focus during supervision to maintain a good standard of care.

Staff enjoy weekly team meetings to discuss any issues and strengthen working arrangements where needed. Professionals and parents speak highly of the skill set of staff, the frequent communication and standard of environment provided.

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 quality and purpose of care standard is that children receive care from staff who—</p> <p>understand the children’s home’s overall aims and the outcomes it seeks to achieve for children.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>understand and apply the home’s statement of purpose;</p> <p>ensure that staff—</p> <p>make decisions about the day-to-day arrangements for each child, in accordance with the child’s relevant plans, which give the child an appropriate degree of freedom and choice. (Regulation 6 (1)(a) (2)(a)(b)(ix))</p>	<p>2 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: 1226971

Provision sub-type: Residential special school

Registered provider: Thornleigh Camphill Communities Limited

Responsible individual: Nicholas Pike

Registered manager: Nicolas Sialelli

Inspector

Anna Gravelle, Her Majesty's Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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Textphone: 0161 618 8524
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