

SC484402

Registered provider: Footsteps to Futures Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately run home is registered to provide care for up to three children with emotional and/or behavioural difficulties.

There is a registered manager who is suitably qualified and skilled to run the home.

Inspection dates: 25 and 26 October 2022

Overall experiences and progress of children and young people, taking into account	good
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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	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 23 June 2021

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/06/2021	Full	Outstanding
10/02/2020	Interim	Improved effectiveness
03/09/2019	Full	Good
13/06/2018	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

Three children currently live at the home. Children make progress in most aspects of their lives. Staff actively support children's education with a culture that encourages learning. Children's attendance at school is good and they are making progress. Managers and staff communicate well with education providers to ensure that children receive the support that they require.

Staff work hard to support and nurture important relationships with children. Two of the children that live at the home are siblings. Both children are pleased to be living with one another again after a period of living separately. Another child has just had her first ever sleepover at a friend's house, which she thoroughly enjoyed. Children have built positive relationships with staff and seek staff out to spend time with them.

Children enjoy living in a home that is full of warmth and fun. Staff work hard to keep children meaningfully occupied and support children to participate in activities inside and outside of the home. This approach helps children to grow in confidence and enhances their social engagement.

Children's health and emotional well-being are well supported. Staff support children to access specialist assessments and support services where required. As a result, children are starting to make sense of their experiences and behaviours. This helps children to feel secure and have a better understanding of themselves.

Staff have regular key-working sessions with children to help them to manage their feelings. The quality of these conversations varies, and staff do not document all the work that they complete with children for them to look back on in the future.

Children have been encouraged and supported to personalise their bedrooms. This helps children to develop a sense of belonging. However, there are areas of the home that require further redecoration and attention to make the environment more homely and welcoming.

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

Children are safe and feel safe in the home. Staff understand the risks posed to children. Staff know the children and the best way to respond to and support them. Staff show children different ways to manage their emotions when they get upset. Children have a safe space to try different ways to cope and learn what is best for them. This increases their resilience and gives them coping strategies. As a result, the number of incidents has reduced.

Children have trusted adults who they can turn to. In addition to the staff team, there is a therapist who has weekly meetings with the children. This support has

meant that children are able to regulate their emotions better. The input from the therapist is valuable and allows the children to safely explore their emotions and make sense of their life.

Missing-from-home episodes have significantly reduced. When a child does go missing, staff take appropriate action to safeguard children and follow the correct procedures to bring about their safe return.

Staff promptly share information with professionals, and effective partnership working between agencies helps to keep children safe and protected.

The manager is proactive in her responses to incidents and immediate action is taken to establish all the facts. Notifications to appropriate people are sent in a timely manner.

Children are consulted about their lives and listened to. Key-working sessions take place with children to explore their feelings about incidents. This proactive approach reduces further incidents and helps children to understand their emotions and how to regulate them.

Managers put in place care plans, risk assessments and other documentation that provide staff with essential information. However, staff do not always read these quickly enough following review and they are not all accurate. Due to the staff's good knowledge of the children, this has not compromised children's safety.

Children benefit from having access to a large, enclosed garden. This requires improvement to ensure that it does not pose a potential risk to children. For example, there were paint tins left out and sections of the raised flower bed were broken. These items have the potential to cause harm. Some renovation is already taking place.

The effectiveness of leaders and managers: good

A small team of dedicated staff care for the children. Staff are of the view that the home is a 'big family' and that everyone works together to support children. There have been several staff changes since the last inspection. When staff leave, this is planned with the children as it is recognised that they need to have positive endings.

The home has recently admitted some younger children, and the differing support they require due to their age has not always been considered by staff.

The manager has not ensured that key documents pertaining to children, such as care plans and risk assessments, have been read by staff and that they are working with the most up-to-date information.

The staff are well trained. They have opportunities to develop their skills and knowledge. Staff complete bespoke training according to the children's particular

needs. This ensures that staff have the essential skills to meet the needs of the children.

Staff feel well supported and regular supervision and team meetings ensure that they remain skilled and supported in their roles. Supervision meetings consider the children, as well as the needs of the staff. New staff benefit from a thorough induction process, which helps them to get to know the children and understand their role.

Senior managers recognise the importance of retaining staff and incentives are in place to encourage staff to remain in their role. As a result, staff retention is good. A stable workforce provides continuity of care to the children.

Feedback from professionals is positive. There is a joined-up approach with other professionals to meet the needs of children.

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child;</p> <p>that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health. (Regulation 12 (1) (2)(a)(i)(d))</p> <p>This relates to ensuring that risk assessments reflect children's current needs and risk-reduction strategies, and that all staff have read them.</p> <p>This also relates to ensuring that managers make the home environment safe and that it is decorated to a high standard.</p>	3 January 2023
<p>The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential; and</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(h))</p>	3 January 2023

This relates to ensuring that there is an effective system in place for monitoring and reviewing records in the home.	
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Recommendations

- The registered person should ensure that children's records are personalised, accurate and up to date. ('Guide to the Children's Homes Regulations, including the quality standards' page 62, paragraph 14.3)

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: SC484402

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: Erin Bardsley

Registered manager: Emma Attenborough

Inspectors

Debbie Holder, Social Care Inspector
Lizette Watts, Social Care Inspector

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