

2528516

Registered provider: Compass Children's Homes Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately run home provides care for up to six children with social and emotional difficulties.

The manager registered with Ofsted in July 2021.

Inspection dates: 16 and 17 November 2022

Overall experiences and progress of children and young people, taking into account	outstanding
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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	outstanding
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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: 14 April 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/04/2021	Full	Good
05/11/2019	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children receive highly individualised support. The staff and managers consistently exceed the standards of good care. Children make substantial progress from their individual starting points, and they flourish. Children's quality of life and future opportunities are enhanced because of their experiences at the home.

The experienced, dedicated and skilled staff forge strong relationships with children. Interactions between the staff and children are filled with genuine compassion. The managers consistently model this approach. Consequently, children develop the sense of security and stability that they need to thrive.

The staff's therapeutic approach, combined with support from the home's psychologist, provides targeted interventions. The managers and staff understand the importance of supporting children's mental health to improve their well-being.

The manager and the home's psychologist consider the combined group of children carefully. Detailed moving-in plans and group risk assessments are undertaken before children move to the home. The introduction of new children can affect the group dynamics. However, staff ensure that children continue to receive high-quality care and reassurance so that any disruptions are minimised.

Staff help children to prepare for moving on and involve the children in decision-making and planning as much as possible. Children's independence skills are encouraged. They are involved in cooking and domestic tasks and learn to use public transport. All these activities prepare children for their adult lives.

Children who have moved on from the home since the last inspection said the support they received was 'really good'. One child who now lives semi-independently and is studying at college said, 'They helped me build up my confidence. I'm now where I should be in life.' A parent said, 'I found the support amazing, and the staff were lovely.'

Children are making exceptional progress with their education. For some children, there have been considerable improvements in their attendance and engagement. Some children who had previously not attended school are now attending. One child has passed her GCSEs and has had several poems published. The staff support the children to work towards and achieve qualifications. A headteacher said, 'The school's relationship with the staff is positive. Partnership working has led to real success for the children. In school, the children talk positively about their home.'

Children enjoy a diverse range of meaningful activities. The staff are committed to furthering children's social experiences. Children benefit from planned holidays, horse riding, activities at the home and a range of community-based activities.

These help widen children's experience of the world around them and give them new opportunities.

The home is welcoming and spacious. A thoughtful approach to the interior and layout creates a calm and nurturing environment. Children are encouraged to decorate their own bedrooms and this gives the children a sense of belonging and makes them feel at home.

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

Staff provide high levels of care and guidance to children and, as a result, children are increasingly safer. The implementation of highly effective risk assessments and exceptional safeguarding practices actively ensure that children are safer. Staff are well informed and consistently support the children. The managers and staff have a comprehensive understanding of the children's needs. The staff provide effective and skilful support that enables children to understand how to become safer.

The staff are not risk averse and use a risk-assessment process to enable children to take balanced and appropriate risks. Staff plan activities and recognise achievements. The staff's consistent approach increases children's self-esteem. The staff help children learn how to manage and take responsibility for their personal safety.

The staff understand trauma and the behaviours that are associated with traumatic experiences. Children are actively encouraged to think about their safety. The staff use creative one-to-one sessions with children to improve their understanding of risk. The staff's nurturing approach and reassurance have helped the children to considerably reduce the number of missing-from-home incidents and self-harming behaviours. When there have been incidents of children going missing from the home, the staff have responded in line with the missing-from-care protocols to help find and return the child as soon as possible. Managers work proactively and effectively with external agencies. This multi-agency response helps to reduce these risks.

Professionals provided consistently strong feedback about the home's quality of care, excellent communication and the positive impact on children's lives.

Children spend time with the in-house psychologist. These individualised therapy sessions help children to make sense of previous experiences and reduce negative coping strategies. Children have developed their ability to manage emotional circumstances. This has helped children to deal with difficult situations in a more positive and productive way.

The effectiveness of leaders and managers: outstanding

A highly dynamic, experienced and suitably qualified manager is supported by an equally dynamic management team. The management team and the staff have extremely high aspirations for the children. The impact on the children and their families is profound. The children's lives are enriched because of the support of staff.

Highly effective training equips the staff extremely well to meet the children's needs. This training continuously updates their knowledge and skills. The staff implement this knowledge in their daily practice.

Managers have a clear understanding of the progress that children are making. They are a highly visible presence. The managers are available on shift to support staff. They act as positive role models to the staff and have established trusting relationships with the children.

The managers have established a stable and committed staff team. The staff cover additional shifts and support each other to make sure that the required number of staff are always available. Children benefit from consistent and familiar staff each day. This helps them to feel safe and secure.

Staff value the manager's commitment, skills and knowledge. The ethos of the home stems from the management team and results in the staff having high aspirations for the children. The staff are caring and enthusiastic about their work. They are proud of the difference that they make to children's lives. A staff member said, 'I feel happy to come to work, knowing that I make a difference.'

Safe recruitment processes are carried out comprehensively to ensure that staff are suitable to work with children. New staff receive a thorough induction, which includes a range of training and shadow shifts with experienced staff. Good induction, support and training help staff to meet children's needs and provide continuity of care.

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: 2528516

Provision sub-type: Children's home

Registered provider: Compass Children's Homes Limited

Registered provider address: 3 Rayns Way, Syston, Leicester LE7 1PF

Responsible individual: Sonata Brisley

Registered manager: Annabel Wood

Inspector

Rachel Watkinson, Social Care Inspector

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