

2608645

Registered provider: Fonjock's Social Work Practice

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 three children who have experienced trauma which has left them vulnerable.

The manager registered with Ofsted in December 2020, when the home opened.

Inspection dates: 23 and 24 November 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: 8 September 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
08/09/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

This is a happy home. The positive and trusting relationships that staff establish with children help children to thrive. Consequently, children make impressive progress. The considered and well-planned practice of staff considerably reduces children's exposure to risk.

Both children attend education. One child achieved GCSEs in August 2022. Another child recently resumed education after a prolonged period without formal schooling. These are notable achievements. Staff use children's engagement in activities as evidence to contribute towards formal qualifications. This is in addition to the work that children do in their school or college day. These further opportunities to gain qualifications will increase children's employability in the future.

Staff have a deep understanding of the importance of children spending quality time with the people they love. Over the past year, staff have supported children to work towards increasing their time with family members. This has led to strengthened family bonds. These experiences increase children's understanding of their backgrounds and history. Children become well equipped to manage relationships. Consequently, children have an improved view and understanding of themselves.

Children have a sense of belonging at this home. They know that they are important to staff; this increases children's feelings of self-worth. Children are empowered to overcome fears to make brave choices to improve their lives. Children feel emotionally supported by staff.

Children feel able to step outside their comfort zones and experience new things. Staff take children on holidays to places that they have never been. Children enjoy activities that they have never tried, such as yoga and fitness classes. Staff encourage children to participate in charity events, such as a 5k charity run. Children's experiences at the home are enriched by the staff's willingness to join in with the activities that the children choose. Staff and children play together. This helps further strengthen their already strong bonds.

Staff speak about children with warmth when reflecting on time spent together. Staff's interactions with children are very relaxed and natural. Children enjoy spending time with the manager and routinely seek him out. Mealtimes mirror those in positive family homes. The culture and ethos at the home are driven by staff's high aspirations for children. As a result, children exceed their own expectations and have fulfilled lives.

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

Staff's response to safeguarding concerns are managed effectively and in an appropriate time frame. Resolution is sought, outcomes are clear and lessons-

learned activities are undertaken. This leads to improved safeguards that reduce the likelihood of similar safeguarding concerns happening again.

One child questioned her political allegiance and looked to staff for guidance. Staff did not provide her with a view that she should follow, instead they provided her with a quiz. This helped her to determine which political ideology her value base aligned with. This creative and meaningful intervention helped the child to establish her own identity. Children are guided by staff to think for themselves and make their own choices. This gives children a sense of responsibility and permission to make mistakes that they can learn from.

Staff hold meaningful discussions with children. These sessions are informative and are underpinned by a motivation to improve children's lives and their experiences. Staff take children's views seriously and act on their wishes when possible.

Children do not go missing from this home. The use of restraint has not been needed. This demonstrates the strength of relationships that staff have with children.

In a conversation between a child and a staff member, the staff member deliberately gave the child inaccurate information and was emotive in their tone. This was not in the best interests of the child and could have led to them feeling distressed. Although this was an isolated incident, the staff member's actions were unhelpful.

The effectiveness of leaders and managers: good

The manager is a tenacious advocate for children, ensuring that children receive their rights. When he felt that other professionals were not acting in the best interests of children, he rigorously challenged this, which resulted in positive change and improved services for children. The manager ensured that a child had access to an advocate to help them make a complaint to an external professional. The manager fully supported the child to write her own complaint. As a result, the child brought about positive change and felt empowered in the process.

The manager ensures that children's records are regularly updated and reflective of children's needs. However, he has failed to ensure that both children's local authority care plans are held on file.

Staff and social workers are unanimous in their positive view of the manager. He is well respected by staff and professionals alike.

Staff training is a strength of the home. Reflective sessions have been introduced to test staff's understanding. This helps to ensure that staff learning is embedded in their practice.

The responsible individual analyses staff turnover for the organisation. This thorough analysis has led to positive change, with improved staff retention. Changes have included improvements in training, pay increases, the opportunity for staff to earn

bonuses and improved professional development. This is a notable accomplishment at a time when there is a national shortage of staff in the social care sector. The responsible individual understands the importance of children maintaining attachments with a consistent staff team.

Leaders and managers use quantitative and qualitative data to review children's progress. This ensures that children's achievements are celebrated, and targeted support is provided when needed.

The manager has addressed the three requirements and one recommendation that were raised at the last inspection. There has been good progress with safer recruitment processes, the provision of supervision and training and the consideration given to children moving into the home. The manager has integrity and a clear desire to improve children's lives, which he has undoubtedly done.

Leaders and managers have responded appropriately to two allegations against staff. However, they have failed to notify Ofsted of these allegations. This prevents Ofsted having sufficient oversight of the management of safeguarding concerns at the home.

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 positive relationships standard is that children are helped to develop, and to benefit from, relationships based on—</p> <p>mutual respect and trust;</p> <p>an understanding about acceptable behaviour; and</p> <p>positive responses to other children and adults.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>understand how children's previous experiences and present emotions can be communicated through behaviour and have the competence and skills to interpret these and develop positive relationships with children.</p> <p>(Regulation 11 (1)(a)(b)(c) (2)(a)(ix))</p>	26 December 2022
<p>The registered person must maintain records ("case records") for each child which—</p> <p>include the information and documents listed in Schedule 3 in relation to each child. (Regulation 36 (1)(a))</p> <p>In particular, ensure that a copy of any plan for the care of the child prepared by the child's placing authority is kept at the home.</p>	26 December 2022
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>there is an allegation of abuse against the home or a person working there. (Regulation 40 (4)(c))</p>	26 December 2022

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: 2608645

Provision sub-type: Children's home

Registered provider: Fonjock's Social Work Practice

Registered provider address: Orchard House, 1 Old Convent Orchard, Bury St Edmunds IP33 3PQ

Responsible individual: Miguel Valerio

Registered manager: Owen Layton

Inspectors

Lianne Bradford, Social Care Inspector
Thomas McGhee, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2022