

1241752

Registered provider: The Caldecott Foundation Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned. It provides care for up to two children between the ages of six and 16. The manager has been registered with Ofsted since December 2016. There were two children living in the home at the time of the inspection.

Inspection dates: 10 and 11 January 2023

Overall experiences and progress of children and young people, taking into account **outstanding**

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

The effectiveness of leaders and managers **outstanding**

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: 18 January 2022

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/01/2022	Full	Outstanding
18/11/2019	Full	Outstanding
12/09/2018	Full	Outstanding
03/01/2018	Interim	Improved effectiveness

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children with a range of complex histories and needs make and sustain exceptional progress as a result of the stable and secure care they receive in this home. One social worker reported: 'The child has made excellent progress since coming to live in the home. Staff have supported him through lots of significant changes in his life. I have more confidence for his plans for the future.'

Children are supported to participate in education. Children benefit from excellent attendance and participation in school. One child has had a planned, phased reintroduction to school. Before moving to this home, he was not in an education setting for some time. He has settled well, making significant progress in developing positive friendships and catching up academically. When children are anxious about changes in school, staff have daily handovers with school staff to support children's attendance and progress.

Staff know about children's health needs, and they continue to assess and address these well. Consistent rewards and positive reinforcement support children to make changes that improve their health. Children have been helped to improve their sleep routines and benefit from healthy diets. Staff creatively use play and visual aids to encourage children to develop positive routines. Staff liaise with specialist health services. One child has recently benefited from an assessment resulting in a specific support plan. This is the result of the manager being persistent in advocating for the child with the relevant services.

Staff ensure that each child's voice is captured and listened to about care planning and in their daily care. Staff have trusting relationships with children and skilfully encourage them to share views and feelings using play.

Staff create books of daily positive memories and daily motivating statements. The books are given to children every month. The books include photos and record achievements, special occasions and positive feedback for children. Children say that they value and look after these records.

Managers are tenacious in seeking a range of information about children when they are referred to the home. This ensures that children's needs are known and considered alongside those of children already living in the home. Staff carefully plan and prepare for each child moving into the home.

One child has moved to live with foster carers since the last inspection. There was a detailed, agreed plan of visits and overnight stays. There has been support and advice provided from staff since the child moved. This has been a successful transition for a child who had lived in this home for a number of years.

Staff support children to maintain relationships with significant family members, carers and friends. Staff work well with social workers and family to ensure that this time is planned, positive and safe.

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

Children experience clear boundaries and expectations, and consistent nurturing responses to their behaviour from staff. Children say that they feel safe in this home.

Staff use a range of therapeutic parenting approaches. Staff have received training relevant to the needs of the children living in the home. Staff benefit from consultation about each child with a child and adolescent psychotherapist. Safety plans are reviewed and advice about what is working well, to support each child's needs being met, is shared and updated.

Children are helped to communicate their feelings and moods. Staff know the children's needs well and anticipate when children feel anxious or worried about changes or planned events. They liaise carefully with other professionals and family and agree strategies to reduce and manage these worries.

There are very few incidents of aggressive behaviours or of children harming themselves and there are very few incidents of the use of restraint. Staff use de-escalation and distracting strategies well. Children's concerning behaviours reduce significantly or cease because of consistent care and effective interventions.

When there are concerns about behaviours, staff complete detailed records that include talking to the child and capturing a debrief for the member of staff. Staff maintain purposeful chronologies of incidents, significant events and direct work undertaken with children. This supports the evaluation of children's needs and progress.

Records are child-centred and thoughtful. Child-friendly and appropriate records are shared with children.

Professionals report that children are kept safe and are making exceptional progress from their starting points as a result of the nurturing care they receive in this home.

The effectiveness of leaders and managers: outstanding

There is a stable staff group with a low turnover of staff. All but one recently seconded member of staff holds the relevant care qualification. The senior care staff are undertaking or already hold the relevant management qualification. This demonstrates excellent staff development opportunities and succession planning.

Staff receive supervision, participate in regular team meetings and attend training. Staff say this adds value to their practice and development. Staff appraisals

incorporate feedback from children. Staff report that the manager responds to their suggestions for training and for development of the service.

Staff benefit from reflective practice sessions with the commissioned psychotherapist every two weeks. This is a safe space for staff to discuss their practice and their feelings. This also supports staff to grow in confidence and resilience.

All staff advocate for and champion the children in their care. The manager has ensured that plans for one child's transition to adult services are being considered as early as possible due to the child's individual needs, to ensure that the most appropriate services are in place. Staff are ambitious for children, promote activities and new experiences and celebrate achievements.

There are effective systems in place to support the monitoring of the quality of care the home provides and to ensure that the ethos of the home and the service it provides fit with the statement of purpose.

The manager undertakes analysis and evaluation of incidents to identify patterns or themes and ensures that there are plans and actions to respond to them. She also completes regular audits to identify any areas for development. In this way, the manager recognises where to focus targets and support for children and staff. The manager responds promptly to recommendations from the independent visitor.

Monitoring and quality assurance inform the home's development plan. Children are regularly consulted about the service, and they have their own plan outlining their contribution to the development of the home.

All professionals report that there is excellent communication with the home's staff and that staff are proactive at seeking and sharing information to benefit children's progress.

One school leader said that there is excellent partnership working with the manager and staff and that 'the manager challenges and holds agencies to account if there are delays in children receiving appropriate services.'

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: 1241752

Provision sub-type: Children's home

Registered provider: The Caldecott Foundation Limited

Registered provider address: Caldecott House, Hythe Road, Smeeth, Ashford, Kent TN25 6SP

Responsible individual: Nicholas Barnett

Registered manager: Teresa Elce

Inspector

Cathey Moriarty, Social Care Inspector

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