

# SC039213

Registered provider: Stellakis Miltiadous

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This is a privately owned children's home that provides care for up to six children aged 11 to 18 years who may experience social and emotional difficulties. Young people over 18 years old may remain in the home in some circumstances based on their needs and risk assessment.

The home registered with Ofsted in July 2003. The manager registered with Ofsted in January 2014.

There were six children living in the home at the time of this inspection.

### Inspection dates: 31 January to 2 February 2023

<b>Overall experiences and progress of children and young people,</b> taking into account	<b>good</b>
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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:** 17 August 2021

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/08/2021	Full	Good
20/12/2019	Interim	Improved effectiveness
10/07/2019	Full	Good
17/07/2018	Full	Requires improvement to be good

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Children are well supported to form close and trusting relationships with staff, who they feel they can talk to about important things in their lives. Children feel valued and secure. They are settled and enjoy positive experiences with those who are caring for them.

The manager and staff work hard to promote children's education and encourage their attendance at school. Children are rewarded for attending school. When children are excluded, staff work well with educational professionals to support children's return to education, attending meetings and advocating on children's behalf. Children are supported by staff to develop valuable independence skills, such as cooking and budgeting.

Children are supported to live healthy lifestyles. Staff encourage children to attend health appointments. When additional support is needed to promote children's health, staff ensure that referrals are made to relevant services. Children are also supported to have a healthy diet and participate in physical activities, such as going to the gym. Key-work sessions are carried out to support children in understanding the importance of looking after their own health.

Children have opportunities to share their views during key-work sessions and meetings or directly to staff, who take time to listen to them. Children contribute to the decisions that are made about them, and they also contribute to staff appraisals.

Staff understand that it is important for children to maintain relationships with the people who are special to them. Staff support children to repair fractured relationships with their families.

Children's bedrooms are personalised to their taste. The home is comfortably furnished and maintained. There is a small gym in the garden.

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

Children say that they feel safe at the home, and they know there are trusted adults who they can talk to if they have any worries or concerns. Staff work with children to explore risks and vulnerabilities and to help them learn how to keep themselves safe. For example, children receive key-work sessions on issues such as substance misuse, the dangers of being missing from home and involvement in offending behaviour.

Children's individual risk assessments and positive behaviour support plans are regularly reviewed and updated. Staff set consistent boundaries and routines for children. There is a clear reward system that promotes and encourages positive behaviour. All staff are suitably trained to safely restrain children when required.

When children are missing from home, staff try to maintain contact with them and work with other agencies to ensure that children are safe. However, missing-from-home records do not demonstrate effective management oversight. This is a missed opportunity to identify any gaps in staff's knowledge, skills and reflection on what worked well to reduce the risks to children. On one occasion, Ofsted was not notified when a child had been away from the home for a prolonged period of time. This compromised the regulator's external oversight of the home.

Staff have undertaken safeguarding training and demonstrate a good understanding of the policies and procedures to follow if allegations are made against staff.

Staff carry out room searches when necessary to safeguard children. However, room search records do not include the child's views and consent for the measure or management oversight. This compromises the management oversight of practice and the effectiveness of this measure.

Since the last inspection, only one new member of staff has been recruited. On this occasion, discrepancies between the employment history provided by the member of staff and the referees were not explored.

Leaders and managers have failed to follow the recommended actions that are identified in the fire risk assessment. For example, the recommended frequency for fire drills and fire training for staff is not being followed.

### **The effectiveness of leaders and managers: good**

The leadership and management structure of the home is strong. The home has a suitably qualified and registered manager, who is supported by a deputy manager and a quality assurance manager.

Leaders and managers have high aspirations for children and are proud of their achievements. They advocate for children and challenge placing authorities when children's plans do not meet their needs. This ensures that children receive individualised care and support.

Leaders and managers work well with children's professional networks. Feedback from professionals is positive regarding the quality of care that is provided and the communication from staff. This shared approach ensures that children are provided with good-quality care and support.

Staff morale is high. The feedback provided by staff about the leadership of the home is, without exception, positive. Staff report that their views are valued and appreciated. Staff benefit from induction, regular supervision and appraisals. However, a new staff member has not completed training that is relevant to the needs of the children in their care.

Reports that are completed by the independent person do not always include feedback from parents and children. This is a missed opportunity and potentially limits the opportunities for independent scrutiny and challenge.

The statement of purpose is kept under review and clearly sets out the ethos and objectives of the home. However, the updated copy has not been shared with Ofsted.

## 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 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>ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b) (2)(c))</p> <p>In particular, the registered person must ensure that new staff are provided with appropriate training during their induction.</p>	31 March 2023
<p>The registered person must compile in relation to the children's home a statement ("the statement of purpose") which covers the matters listed in Schedule 1.</p> <p>The registered person must—</p> <p>keep the statement of purpose under review and, where appropriate, revise it; and</p> <p>notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (1) (3)(a)(b))</p>	28 February 2023
<p>The registered person must ensure that an independent person visits the children's home at least once each month.</p> <p>When the independent person is carrying out a visit, the registered person must help the independent person—</p>	31 March 2023

<p>if they consent, to interview in private such of the children, their parents, relatives and persons working at the home as the independent person requires. (Regulation 44 (1) (2)(a))</p>	
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## Recommendations

- The registered person should ensure that records of room searches reflect whether, when possible, the child was informed and asked for their permission. ('Guide to the Children's Homes Regulations, including the quality standards', page 16, paragraph 3.20)
- The registered person should ensure that incidents of children going missing from home are evaluated to identify any gaps in staff's training, skills or knowledge, and to record and retain evidence of what worked well. ('Guide to the Children's Homes Regulations, including the quality standards', page 46, paragraph 9.31)
- The registered person should ensure that they maintain good employment practice, as set out in regulations 31 to 33. In particular, this relates to ensuring that any discrepancies in staff's work history are explored. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.1)
- The registered person should give more consideration to what constitutes a serious incident and should be notified to Ofsted. In particular, this relates to incidents when children have been missing from home for a considerable period of time and their whereabouts have been unknown. ('Guide to the Children's Homes Regulations, including the quality standards', page 63, paragraph 14.11)
- The registered person should ensure that staff continually and actively assess the risks to each child and the arrangements in place to protect them. In particular, this relates to leaders and managers ensuring that the fire risk assessment's recommendations are being followed up. ('Guide to the Children's Homes Regulations, including the quality standards', page 42, paragraph 9.5)

## 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:** SC039213

**Provision sub-type:** Children's home

**Responsible individual:** Stellakis Miltiadous

**Registered manager:** Abubakaar Sesay

## **Inspector**

Aneta Wasilewska, Social Care Inspector



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