

# 1247764

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 owned children's home is registered to provide care for five children who have problematic sexualised behaviour. The home provides a specialised therapeutic programme that is tailored and delivered to each child during their stay.

There is a registered manager in post.

### Inspection dates: 30 and 31 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:** 6 May 2021

**Overall judgement at last inspection:** outstanding

**Enforcement action since last inspection:** none

## Recent inspection history

<b>Inspection date</b>	<b>Inspection type</b>	<b>Inspection judgement</b>
06/05/2021	Full	Outstanding
02/10/2019	Full	Good
15/10/2018	Full	Good
26/02/2018	Interim	Sustained effectiveness

## Inspection judgements

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

Children make fantastic progress because of the help and support from staff. The provider's bespoke therapeutic model of care is at the centre of staff practice. The implementation of this model of care is led by an assistant psychologist who works in the home on a full-time basis.

The contribution from the assistant psychologist informs all aspects of care planning and is integral to the outstanding care that children receive. The assistant psychologist works closely with an external organisation, which is made up of highly trained psychologists, to use their expertise and knowledge. This partnership working complements the assistant psychologist's well-established understanding of current research and practice.

Before new children move into the home, the registered manager and assistant psychologist complete a thorough assessment to confirm that they can meet the new child's needs. Children's arrivals at the home are well planned and involve input from relevant professionals, staff and the children already living in the home.

Staff help children to successfully move on from the home. When children leave, there is a celebration of their stay. Children are given a memory book, and staff record a video with personalised messages for the children. Since the last inspection, one child has successfully returned to their family. Staff worked hard to prepare the child for this move, ensuring that he was ready to start at his new school and that he had an identified football team to attend. Another child has moved to one of the provider's other homes; this was a positive move, and he has remained in contact with the staff and children.

Children have trusted relationships with staff. The children have an opportunity to speak to staff daily and attend weekly community meetings. This gives children the opportunity to have their wishes and feelings heard, recorded and acted on accordingly. Weekly newsletters are used as a creative way to give children feedback.

The staff team successfully supports children to access their education. Two children attend the on-site school, and the other three children have progressed to college. All children are making academic progress and are doing well.

Staff encourage and support the children to pursue activities that they have an interest in, such as gaming, going to music concerts, partaking in biking competitions and attending Pride events and football matches. The children also do group activities, such as go-karting and visiting theme parks and the cinema. Children attended a summer holiday last year, and there are plans to go abroad in 2023.

Children are supportive of each other's achievements and interests. Two children completed a course at the local theatre, where they wrote and produced a play. The staff and all the children went to see this production.

The staff team supports the children to develop their independence skills through a tailored programme that is age- and risk-appropriate. Direct work is completed with the children as and when is appropriate, and they gain certificates that evidence their progress in areas such as money management, having free time and safe phone and internet use.

Staff promote family time for the children. Staff drive the children to see their families, and where appropriate, they supervise contact. Careful consideration is given to which staff members should accompany the children; this is often at the request of a child, and where possible, the same staff member is used each time.

The home is welcoming and well maintained throughout. Following an extension of the home, children have been involved in deciding how different rooms should be used. There is a designated quiet corner with beanbags, reading books and craft materials. There is a new games room with computer screens for gaming, a darts board and a pool table. The dining room has been extended and provides an improved space for children to come together with staff to eat and socialise. Another room is going to become a gym.

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

Staff use their expert knowledge and understanding of safeguarding to keep children safe. Tailored programmes that have been designed by the provider's assistant psychologist help children to understand risk, personal safety and appropriate relationships. Work that has been completed and the progress that has been made are constantly monitored and evaluated. This information is used to inform updates to children's risk assessments and safety planning.

All children have made progress and have reduced their known risks. For some children, this has meant that they have been able to increase their supervised online time, work towards having a smart phone or increase their free time.

Staff are successful at supporting the children to find ways to manage their emotions and behaviour. Staff use verbal and written praise to promote positive behaviour, and the children respond well to this. This means that children's behaviour is managed well, and no physical restraint is used.

Children are listened to and valued. When children make complaints, these are investigated, and the child is kept well informed and receives an outcome letter. Direct work is completed individually and jointly to address any worries and help those involved to agree a way to move forwards.

Staff complete significant amounts of work to promote positive relationships in the home and with the local and wider community. Children are well informed about equality and diversity, which are promoted in the home. Work that is undertaken in therapy, direct work and community meetings is then explored in activities and involvement in the wider community as a group and as individuals. For example, children complete the Duke of Edinburgh's Award, fundraise for charity and attend Pride events. This helps to prepare the children for life outside the home and for the different people and experiences that they may encounter.

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

The registered manager is skilled, experienced and highly ambitious for himself, the staff, and most importantly, the children living in the home. He leads by example and has high expectations of the staff team, which has been carefully selected to provide the expert care that is needed for the children in the home. Some staff have received promotion, which is encouraged and supported accordingly. There have been changes in the staff team; however, this has not affected the care that the children receive, and no agency staff are used.

Staff undertake a thorough induction period that covers all mandatory training, and they receive specialised training with the programme assistant psychologist that is delivered over several months. The registered manager, deputy and one senior staff member are about to start a new company initiative that focuses on management skills.

Staff feel supported and valued. They receive regular supervision that is reflective and supports their practice. Staff speak positively about the registered manager and staff team, who work closely together to achieve the best outcomes for the children. The staff team speaks passionately about the work it does and the progress the children make. Staff go over and above for the children, such as by covering shifts and coming in on their days off to attend special celebrations or to support the children with hobbies and family time. There is a real sense of pride felt by the staff about children's experiences and progress.

The registered manager uses team meetings to review and discuss children's progress. This ensures that the plans that are in place to support children are continually developed and improved. Regular triangulation meetings are held between the home, school and programme assistant psychologist, which enables collaborative working and a consistent approach for the children.

The registered manager has developed comprehensive monitoring systems. These cover all aspects of practice, staffing and the care that the children receive. The manager ensures that all systems are regularly reviewed, and where needed, he makes changes and takes action to improve practice.

Professionals who are involved with the children speak positively about the staff team. They describe the staff as proactive in advocating for children and keeping them well informed and updated. Regular reports are produced and shared, and

they are informative and track the children's progress. Professionals feel welcomed when visiting the home and speak highly of the home environment.

## **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:** 1247764

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

**Registered provider:** Compass Children's Homes Limited

**Registered provider address:** Compass Community Ltd, 3 Rayns Way, Syston, Leicester LE7 1PF

**Responsible individual:** Reece Curtis

**Registered manager:** James Elliot

## Inspectors

Stacie Sharpe, Social Care Inspector

Dawn Bennett, Social Care Inspector



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