

# 2523025

Registered provider: Compass Childrens Homes Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

A private company operates this home. The home is registered to provide care for up to six children who have experienced adverse childhood experiences that have led to associated trauma and presenting complex behaviours.

The manager was registered with Ofsted in July 2019. The manager has a level 5 diploma in leadership and management.

### Inspection dates: 14 to 15 February 2023

<b>Overall experiences and progress of children and young people, taking into account</b>	<b>outstanding</b>
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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 December 2021

**Overall judgement at last inspection:** outstanding

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/12/2021	Full	Outstanding
20/11/2019	Full	Good

## Inspection judgements

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

Since the last inspection, four children have left the home and five children have moved in. At the time of this inspection, six children were living at the home.

An extremely dedicated, enthusiastic and nurturing team of adults provides highly individualised care to meet the complex needs of each child. Children are enormously positive about the care that they receive and feel loved. As a result, children are making positive and sustainable progress in their lives. The adults take pride in and celebrate children's achievements, no matter how big or small.

Children live in a beautifully decorated home that provides them with a lovely , nurturing environment. Pictures of children and adults are scattered around each room, reminding them of the amazing times that children have experienced. Group pictures that include children who have previously lived at the home are on display with pride. Books and games are easily accessible, providing children with plenty of in-house activities. Because of this, children express a huge sense of pride in their home.

Children make fantastic progress in all aspects of their care. During times when children may face barriers, such as with education, the adults who work in the home advocate strongly for what is needed for children. Children excel in education and have the opportunity to participate in new experiences, such as the Duke of Edinburgh award. Children are supported with their aspirations. For example, one child aspires to be a pilot and is to be enrolled with the air cadets.

Children with communication barriers are supported to actively engage in the day-to-day decisions about their care. Great care is taken to produce plans for one child in picture format so that he can understand the plan for his care. One social worker told the inspector that the adults had researched and produced the communication work for the child before she had even provided information. This proactive work means that all children can feel included within the home.

Adults delicately support children with their health and well-being. Children attend all appointments, and health plans are in place. The approach to the therapeutic model is evident through the adult's approaches. Children complete the Overcoming Childhood Trauma (OCT) programme with the home's assistant psychologist. Adults receive regular consultation with the psychologist. From this, they gain an understanding of the OCT programme and how to embed this into their practice, which has a positive impact on each individual child.

Adults support children to rebuild and maintain relationships with people who are important to them. This helps children to develop positive relationships and

understand their family identity. Because of this, children are seeing family members who they had not seen since they were an infant.

Care planning is completed to a high standard. The manager carefully considers the needs of new children who may move to the home as part of the pre-admission planning. Transitions are thoughtful, and great care is taken when introducing new children to the community. Positive endings take place for children who may leave in a way that is not part of their plan. Children are helped to bake cakes to share and take into school as part of their goodbyes. This process provides all children with fond memories and experiences of their time at this home.

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

Adults know the children in their care extremely well. They receive bespoke, high-quality training to ensure that they can meet the complex needs of each child. This includes specialist training provided by the assistant psychologist. There are suitably high levels of adults working in the home, which means that the children receive individual attention. This ensures that children's needs are consistently met.

Risk management is highly effective. Detailed risk management and emotional support plans identify any known vulnerabilities for children, and adults have a good understanding of these. Plans are regularly updated to include up-to-date and relevant information. Consequently, children feel supported and protected.

Children feel safe. They identify trusted adults, and told the inspector that they are able to pick out any adult to raise any concerns with if needed. Complaints from children are dealt with quickly and appropriately, with children being supported and involved in the process.

Children are encouraged to develop their independence and to take age-appropriate risks in line with their individual needs and plans. This helps them to develop their confidence and their social skills in preparation for adulthood.

Safer recruitment procedures are followed. Regular monitoring of adults ensures that people who are recruited remain suitable to work with children. The home has effective links with social workers, health professionals and local authority designated officers. This ensures that there is good communication about safeguarding issues, which are responded to and reported within guidelines.

The approach of adults to de-escalating challenging and unwanted behaviours means that positive behaviour is consistently promoted. Adults de-escalate incidents of challenging behaviour very well and only ever physically intervene to keep the child and others safe as a last resort. The manager reviews the handling of incidents to improve practice. The manager completes reflective discussions with children and adults who have been involved in the restraint. This allows the manager to identify lessons to be learned, which are shared with the team.

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

The team is led by an inspirational and committed registered manager. The team shares her ambition for children to have the best opportunities to help them to fulfil their potential. There is a positive, child-centred culture embedded in the team's practice.

There is a positive culture in the home of promoting tolerance, equality and diversity. The manager shows high ambition for the home and where it aims to be. This ethos weaves its way through the whole community and is equally shared by the staff and children, resulting in high-quality care. The manager completes quality of care reviews that are thorough, thoughtful and reflective. They include a child-centred analysis of the care and support available for children. The manager continually plans to improve the services to children.

Adults who care for children in the home say that they enjoy being at the home. This is because the manager provides them with a wonderful, supportive environment. One adult said, 'It is a pleasure to work at this home; it is the most rewarding job I have ever had.' Regular and effective supervision provides adults with the opportunity to discuss their well-being, the children and development within the home, alongside monthly team meetings. These meetings provide staff with the opportunity to reflect on their practice and develop their learning.

Most of the adults hold the required level 3 diploma. Those who do not are currently working to achieve this, and plans are in place to ensure that they complete this within the required timescales. The manager keeps in constant communication with assessors to ensure that appropriate support is provided if required.

Children's views are central to the running of the home. Adults consult children in all aspects of their care, and support them to take increasing control of the decisions that affect them. Children confirmed that they feel listened to. This ensures that children feel that their views are valued and provides them with a degree of control. The manager thoroughly tracks all requests from children and ensures that children receive feedback about any requests that they have made.

The manager forms good relationships with children's families and professionals. A social worker confirmed that the commitment of the home to support the child to see family on a weekly basis 'cannot be faulted'.

## **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:** 2523025

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

**Registered provider:** Compass Childrens Homes Ltd

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

**Responsible individual:** Nicola Brown

**Registered manager:** Teyte Parrish

## Inspector

Kev Brammer, Social Care Inspector

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