

1027164

Registered provider: Your Chapter Limited

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 six children. The provider states in their statement of purpose that they specialise in supporting children who have suffered sexual trauma through abuse and exploitation, and children who display harmful sexual behaviour.

The manager registered with Ofsted in March 2017.

There is a school on the same site. The inspector only inspected the social care provision at this site.

Inspection dates: 21 and 22 February 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: 15 February 2022

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
15/02/2022	Full	Outstanding
23/04/2019	Full	Outstanding
08/05/2018	Full	Outstanding
30/08/2017	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: outstanding

This is a home in which children thrive. The children make excellent progress because of the consistently high standards of care that are delivered by a well-led, highly skilled and resolute team.

Effective communication and collaborative working run throughout this home. This supports the delivery of a highly individualised and adaptable programme of trauma-informed support. A social worker said, '[Name of child] has absolutely thrived here. He has much better life chances now for the future because of the care and support they [staff] provide.'

Staff sensitively support children who experience traumatic events. One child living in the home experienced a bereavement. The manager supported staff to understand how children process grief. Staff respond sensitively to help children to process their thoughts and feelings safely.

Staff treat children with dignity and respect. There is a strong ethos of supporting children to celebrate being who they want to be. In one example, staff sensitively supported a child to understand more about their identity, allowing them to explore this individually and within the wider setting without fear of judgement. A social worker commented, 'There has been resounding progress with regards to [name of child's] behaviours, and I am also pleased with the fact that they [staff] take the voice of the child seriously and are helping [name of child] with their chosen identity.'

Various forums exist where children can influence their care and be involved in decisions about their future. Children told the inspector that they feel listened to and can go to staff with any concerns. A child said, 'I feel heard not just listened to'. The inspector observed warm, reciprocal and very natural interactions between staff and children, and between children.

Children benefit from a range of stimulating and purposeful activities that enable them to spend their time constructively. They are encouraged to pursue their hobbies and interests wherever possible. Staff take a risk-aware approach to supporting children to spend risk-assessed time in the community, which further enhances children's experiences.

Staff recognise the importance of supporting children to stay connected with important people in their lives. Staff and managers make a considerable effort to help children to spend time with those who are important to them. They support family members with additional needs to ensure that family time can take place and that it is positive for the child. This helps children to maintain important relationships outside of the home and increases their support networks for the future.

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

A diligent and conscientious approach to keeping children safe is an integral feature of the practice in the home. Managers and staff have successfully integrated a culture in which each child's well-being is valued and promoted. Children leave this home less traumatised and better equipped to keep themselves safe.

Managers and staff have a comprehensive understanding of each child's needs, behaviours, risks and vulnerabilities. Multidisciplinary and trauma-informed support plans and risk assessments help children to manage their risk-taking behaviours.

Relationships between children and staff are strong and provide a solid foundation for children to feel safe and thrive. Staff are constantly looking for ways to help children to recognise their triggers and develop positive coping strategies. Given the complexity of the children's behaviours, this approach has been highly effective in supporting exceptional progress, relative to the child's individual needs.

The children's individual needs are identified early and clear plans and strategies, based on an assessment of risk, are quickly put in place. The regular review and revision of these plans ensure that they are up to date and remain relevant. Individual work is planned and the staff conduct needs-specific work with each child.

Children's daily attendance at school is a must for staff. Children have incredibly positive experiences at school. This is because staff work creatively with education professionals, sharing information to identify any barriers that children may have to attending education. This provides a consistent approach, whereby children are seen as individuals. This leads to individualised education plans that help children to make progress. The staff make sure that children are well prepared for the school day.

Children's health needs are supported by staff through careful planning and strong communication with external health professionals. Medication administration is safely managed by the staff.

The manager and staff create a unique environment where children are listened to, respected and trusted, while ensuring that clear boundaries and expectations are in place.

The recruitment of staff is thorough and ensures that all necessary background checks have been conducted. This means that only adults with appropriate employment histories can work with the children.

The effectiveness of leaders and managers: outstanding

A dedicated manager leads this home. She speaks with passion about the children, demonstrating a genuine commitment to meeting their needs. She is inspirational,

forward-thinking and innovative. Her vision is to continue providing children with the outstanding care that they already receive.

The manager and the staff team are collectively committed to achieving the best outcomes for the children. All staff have contributed to embedding a well-researched model of trauma-informed practice. The effectiveness of this model of care is evident in the noteworthy progress that children make. The manager is constantly looking for ways to improve practice in response to the changing needs of children. Research-based practice runs throughout all aspects of the care that staff provide.

Significant effort and time have been put into developing a skilled and highly effective staff team. Excellent access to high-quality and purposeful training enables staff to develop an array of skills that help them to confidently support this complex group of children.

The staff say that they feel valued, and express high levels of job satisfaction. They spoke with genuine pride about how they are making a difference to the lives of children. Staff are overwhelmingly positive about the manager in the home and the support that they receive from her. She understands and shares a broad range of knowledge and skills, which are valued by the team.

All staff benefit from high-quality supervision that promotes professional development and improves care practice. This is further enhanced through regular clinical supervision, which enables staff to understand how the demands of their work can affect their own emotional well-being. This self-reflection helps staff to develop resilience and work positively with children regardless of how challenging the situation or circumstances are.

The manager has an in-depth understanding of the strengths and areas for improvement in the home. This is because they have an array of monitoring tools that assist them to review the quality of care. The manager works through any areas of weakness with staff, and she challenges any practice that is not in children's best interests. The manager also identifies good practice, and shares and celebrates this with the whole staff team.

Working relationships with partner agencies are used effectively to promote a team around the child approach. Feedback from professionals is extremely positive, with them recognising the benefits of their children spending time at the home. Managers and staff are strong advocates for the children in their care, and make appropriate levels of challenge when external parties do not fulfil their duties.

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: 1027164

Provision sub-type: Children's home

Registered provider: Your Chapter Limited

Registered provider address: Your Chapter, Hobart House, 3 Oakwater Avenue, Cheadle Royal Business Park, Cheadle SK8 3SR

Responsible individual: Amanda Cooke

Registered manager: Annmarie Farrell

Inspector

Elaine Allison, Social Care Regulatory Inspection Manager

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