

1230415

Registered provider: Beacon Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care and accommodation for up to four children who have experienced early childhood trauma and have emotional and behavioural needs as a result of these experiences.

The manager has been registered with Ofsted since December 2022.

Inspection dates: 22 and 23 February 2023

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

How well children and young people are helped and protected good

The effectiveness of leaders and managers good

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 17 November 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/11/2021	Full	Good
03/03/2020	Interim	Sustained effectiveness
23/05/2019	Full	Good
08/03/2019	Interim	Sustained effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, three children have left the home and three children have moved in. At the time of the inspection, three children were living in the home. All the children are making progress from their starting points.

Staff know the children well, listen to them, invest time in them and promote their welfare. This enables the children to progress and flourish. One child said, 'It's the staff who make the home,' reflecting the positive relationships that they have with staff.

Staff support the children with their health and well-being. Staff work in collaboration with specialist health professionals to meet the specific needs of the children they care for. This multi-team approach means that, overall, children's health needs are promoted effectively. However, when children spend long periods out of the home seeing family and friends, it is not clear what the arrangements are for children to eat during the day.

Two of the children attend colleges of their choice and one child attends school. Because of the support they receive from staff, children's attendance is improving. Levels of children's engagement in lessons vary, though staff are liaising with teachers to help children to improve this. Managers have been slow to address a transport issue for one child, which created a barrier to their learning. Plans are now being made to address this.

Staff work hard to form positive relationships with children's family and friends. They understand family dynamics and support children's relationships, in accordance with their wishes and feelings. Children are able to safely visit family and friends as well as stay overnight at their friends' homes. This emphasises the commitment that staff have to children and their long-term relationships. This approach has significantly reduced episodes of children going missing from home.

Children are supported by staff to develop skills for independent living. Staff help the children to carry out daily chores and learn budgeting skills and how to cook meals. Children are also encouraged and enabled to spend time in the community independently. This promotes their confidence, while knowing staff are there to support them as needed.

The manager ensures that the home is generally kept to a good standard, and children can personalise their bedrooms. However, some areas of the home need improving. For example, the front door is damaged, which does not create a good first impression. Kitchen cupboards are worn and a kitchen worktop is damaged. Some flooring needs replacing.

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

The registered manager considers known information about children before they move into the home. She carefully assesses whether new children are likely to be able to live harmoniously alongside those already living there. On one occasion, the registered manager was not provided with known information about children. In such circumstances, staff work hard to adapt their approach to keep children safe.

The staff know the children really well. They are vigilant and professionally curious and notice situations in the community which could compromise children's safety. Staff immediately alert external professionals, as well as using their strong relationships to set out clear rules and boundaries, which children follow. As a result, children feel safe and emerging risks are reduced.

When children do not feel safe or are upset, they talk to the staff. One child was able to share information with staff about something that happened in the home which made them feel uncomfortable. The registered manager took the necessary steps to address the issue. This shows the children that staff and the manager are trustworthy and will act in their best interests.

No incidents of physical intervention have been used to manage children's behaviour since the last inspection. This is because staff have positive relationships with the children and model good behaviour. They provide the children with consistent routines and use natural consequences to help children understand their behaviour and to make positive choices. As a result, children learn from their behaviours and are able to regulate their emotions.

When incidents of self-harm occur, staff take time to speak with the children to understand what happened and why. They try to identify any triggers and consider how they can support children to prevent similar incidents reoccurring. Staff liaise with clinicians who children also have access to. As a result, self-harming incidents have significantly reduced.

Children know how to make a complaint. Three complaints have been received since the last inspection. The manager is quick to respond to complaints. She completes investigations and shares outcomes with children in a timely manner. One child had left the home before the investigation into his complaint was completed. Irrespective of this, suitable arrangements were made for the outcome to be shared with the child. Consequently, children know their complaints are taken seriously, and they understand the outcomes.

However, not all staff were aware of the role of the local authority designated officer, which means they may not be clear about what to do if a child makes an allegation against a person in a position of trust.

The effectiveness of leaders and managers: good

The registered manager is relatively new to the role. She is a consistent and capable manager who knows the children and staff well. She is ambitious and aspires for the best possible outcomes for the children. The manager is also motivated and passionate about providing children with care that is nurturing and supportive. She models good practice in an unassuming, calm manner.

The manager is a strong advocate for children. She appropriately challenges professionals on behalf of children when their wishes have not been heard or when decisions made are to the detriment of their progress.

Staff say that the manager supports their professional development. They receive a variety of training opportunities, a good induction and regular supervision. The quality of staff supervision varies. Not all records include evidence of reflective practice, to help staff learn from challenges that arise. Training enhances staff knowledge to enable them to work effectively with children. Most staff have completed the level 3 diploma in residential childcare. The remaining staff are on track to complete their award within the required timescales.

The staff have established networks with a range of agencies and professionals who are involved in meeting the needs of children. Staff work closely with teachers, social workers, health professionals and the police. Local police commended the home for working effectively with a parent to reduce the number of episodes of going missing for two children. These positive working relationships help to ensure that children have the optimum support for developing well in all areas of their lives.

Some aspects of the manager's oversight require improvement. Managers have not identified some issues relating to the quality of care and experiences provided for children. For example, they have not recognised the impact of transport issues on one child's education and well-being, and have not considered children's access to food when spending time out of the home. Once these issues were raised, managers were quick to take action.

The home's statement of purpose does not include accurate information about the approach to behaviour management. This can be misleading for those who read this document.

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>understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(f))</p>	6 April 2023
<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 (3)(a)(b))</p>	6 April 2023

Recommendations

- The registered person should ensure that all staff are aware of the role of the local authority designated officer and know how to contact them in the event that a child makes an allegation against someone in a position of trust. (‘Guide to the Children’s Homes Regulations, including the quality standards’, page 44, paragraph 9.18)
- The registered person should provide a home that is a nurturing and supportive environment that meet the needs of their children. Children’s homes must comply with relevant health and safety legislations; however, in doing so, homes should

seek as far as possible to maintain a domestic impression. This is in relation to repairs and improvements to the front door, kitchen, dining room, bathroom flooring and the hall, stairs and landing carpet and to redecoration. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)

- The registered person should ensure that staff supervision enables staff to reflect on incidents. ('Guide to the Children's Homes Regulations, including the quality standards', page 39, paragraph 8.15)

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: 1230415

Provision sub-type: Children's home

Registered provider: Beacon Childcare Ltd

Registered provider address: Beacon Childcare Ltd, 28 Phoenix Business Park, Avenue Close, Birmingham B7 4NU

Responsible individual: Mark O'Donnell

Registered manager: Ionna Thompson

Inspector

Glenis Staiger-Grant, Social Care Inspector

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