

2645688

Registered provider: Kedleston (Wood Grove Childcare) Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned. It is registered to provide care for up to five children who experience social and emotional difficulties.

The home is led by a registered manager.

Inspection dates: 14 and 15 March 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: 24 January 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/01/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children live in a safe, homely environment. Dedicated managers and staff help each child to grow, thrive and achieve. Children make exceptional progress.

Children are happy. They say that they like living at the home and like the staff. Children have extremely strong relationships with staff. Staff speak very highly of the children and are proud of their achievements. Children know they have trusted adults who they can share their worries and aspirations with.

Children's one-to-one time with staff is excellent and impactful. Staff plan key-work sessions which have a purpose. Staff support children in areas that are important and individual to them. Regular sessions help children learn to express their wishes and feelings and overcome challenges in their lives.

Children's care plans are clear, detailed and regularly reviewed. Care planning is comprehensive and starts prior to any child moving into the home. Additional planning documents, including 'All About Me' and the 'Tree of Life', co-produced with children, provide insight into children's experiences and what they would like to achieve. As a result, children invest in plans which they have helped to create.

Managers and staff have high aspirations for children. Staff support children to progress and achieve educationally. All children go to school or college, and all have excellent attendance. Children have made good friends at school and enjoy learning.

Staff help children to lead healthy lifestyles. This includes activities that involve exercise and healthy eating. Children attend routine appointments with local doctors, dentists and opticians. Health specialists provide support, advice and guidance on a range of health issues. These include mental health, sexual health and drug and alcohol misuse. Therefore, children have access to an excellent range of services that promote their physical and emotional well-being.

Children know how to make complaints. Staff promote the use of independent advocates by children. For one child, this has had a positive impact. A complaint she made about her local authority care plan was upheld. As a result, it was agreed she could continue to live in the home until she finished her education.

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

Children's individual behaviour management plans are excellent. They are very clear documents that help staff to identify and understand risk and guide them in

managing all risks. Staff understand crisis management and how to work with a child at each stage of a crisis. As a result, staff keep children as safe as possible.

Children and staff receive excellent support from independent psychologists. Direct work with children takes place when required. Psychologists are instrumental in reviewing children's plans when a child is struggling with a particular issue, for example in relation to self-harm. This enables staff to recognise the risks and respond appropriately. Effective partnership working between staff and psychologists has resulted in a significant reduction in self-harm for some children.

Children receive excellent information and advice about drug and alcohol misuse and sexual health. Regular group sessions, facilitated by a young person's outreach service and NHS staff, equip children with the knowledge they need to help reduce risks associated with drugs, alcohol and their sexual health.

Staff have a very good understanding of the impact of childhood neglect and trauma. The provider's preferred approach to working with children is fully embedded, which results in staff being playful and accepting while being curious and empathic. This has led to an exceptional handling of incidents and no necessity for physical intervention. This is a testament to the skills of the staff team.

The effectiveness of leaders and managers: outstanding

The manager is aspirational, passionate and child centred. She is a role model to staff and children and a great advocate. A deputy and team leaders, who share her ethos and vision, support her well.

Staff love working at this home and for this company. Teamwork is very strong. Staff feel incredibly well supported by the internal management team and senior managers. Comments from staff include, 'I have never been happier working for a company' and 'I am honoured to work for this company.'

The management's monitoring and quality assurance processes are extensive. Regular audits cover all areas of work and the experiences of children. Management oversight is robust. The managers work closely with staff and children and regularly observe practice. Therefore, managers can identify strengths and areas for further development.

Managers and staff at every level receive quality supervision that is regular and extremely effective. The sessions include staff self-reflection and discussions about each child. Discussions are also held about children's homes regulations and standards and how to embed theory into practice. As a result, staff are knowledgeable and skilled. This enables them to provide exceptional care.

Staff are trained to a very high standard. There is a very comprehensive induction and training programme for staff, including mandatory and advanced training courses. Some staff have developed to become trainers in key areas, including

behaviour management and self-harm. Staff feel valued, settled and supported to progress with their career.

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: 2645688

Provision sub-type: Children's home

Registered provider: Kedleston (Wood Grove Childcare) Limited

Registered provider address: Unit 8, Brook Business Centre, Cowley Mill Road, Cowley, Uxbridge UB8 2FX

Responsible individual: Gillian Miele

Registered manager: Tracey Power

Inspector

Shaun Caplis, Social Care Inspector

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