

# 2517054

Registered provider: Kennedy and Elliott Partnership LLP

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This privately owned home cares for three children with emotional and social difficulties.

The home was registered with Ofsted in February 2020. The registered manager post has been vacant since March 2023. A manager has been appointed and has submitted an application to register with Ofsted.

At the time of the inspection, there were three children living at the home.

### Inspection dates: 22 and 23 August 2023

<b>Overall experiences and progress of children and young people,</b> taking into account	<b>good</b>
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** 15 November 2022

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
15/11/2022	Full	Good
05/10/2021	Full	Good

## Inspection judgements

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

Children are making good progress living in this home. All of the children attend school, and one child has completed GCSE exams. Staff support children to re-engage with education and are creative to help children learn when they do not attend school.

Children have positive relationships with staff. Staff have regular conversations with children about their anxieties, wishes and feelings. One child said: 'I can speak about my worries to staff. I like living here and I rate the home 8 out of 10.'

Children take part in a range of activities that meet their interests. Activities are individual to each child and include eating out and going to the gym. The children recently enjoyed a holiday together.

Children experience positive beginnings and endings in the home. Before children move in, they have the opportunity to visit the home to meet the staff and the children already living there. Children who already live in the home are informed about new children who are due to move in and their views are considered in the planning process. To help children prepare for leaving the home, staff have targeted discussions with them about the areas that they need to continue to develop. This helps to make the move more successful.

The physical environment is maintained to a high standard. Any damage or wear and tear is quickly repaired. The children say that it feels and looks like a family home for them.

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

Staff understand children's risks and vulnerabilities. Children's risk assessments are regularly updated and detailed and there are effective strategies to mitigate risks. Despite this, leaders and managers did not consider the risks to children and staff when staff may need to work on their own during the day or at night. Leaders and managers addressed this during the inspection.

Discussions with children focus on their individual needs and are in line with their plans. Staff use information about children to plan effective discussion sessions. This helps children to receive appropriate help and support to manage their behaviour and feelings.

Children's health needs are met well. All children are registered with a doctor, dentist and optician. Staff form effective relationships with health professionals to promote healthy living for children. When additional health needs are identified, arrangements are made for children to access the appropriate services to support their needs.

The number of times children are missing from the home fluctuates. However, this has significantly improved for some children since they have been living in the home. Staff work collaboratively with the police and social workers to create effective strategies to reduce risk. For example, the staff use reward incentives to address missing-from-home episodes. Staff also have regular discussions with children who go missing from the home about the risks and dangers involved.

Children are supported to maintain relationships with people that are important to them. One parent said: 'I receive regular updates and I am always informed about what is happening. My child is safe and has made considerable progress since being at this home.'

Staff recruitment is not thorough. For example, recruitment records do not always include a proof of address, verified references, or a satisfactory explanation of any gaps in employment.

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

Leaders and managers have high aspirations for the home and for all children that live there. Leaders and managers know the strengths and weaknesses of the home.

Staff are motivated and say that they work in a supportive environment. The staff team is stable, which provides children with continuity of care and helps to support them build relationships. One member of staff said: 'The home is warm and has a homely atmosphere. If it wasn't my workplace, I would live here.'

The new manager has been creative in evidencing children's progress and achievements. However, the children's electronic files are not easily accessible. This means that some of the positive work undertaken with children is misplaced or hard to find.

Staff have a thorough induction and receive regular and effective supervision. Supervision considers children's needs and plans, as well as staff well-being and practice. Staff also receive an annual appraisal of their performance.

Staff have access to a wide range of training. However, not all staff have completed training that meets the specific needs of some of the children. In-house training is also delivered during team meetings.

The manager and staff have good working relationships with stakeholders. The manager is a good advocate for children and is confident to challenge placing authorities when children's needs are not being appropriately met. This helps children to get the support that they need and enables them to make good progress.

## 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, The 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 registered person must recruit staff using recruitment procedures that are designed to ensure children's safety.</p> <p>The registered person may only—</p> <p>employ an individual to work at the children's home; if the individual satisfies the requirements in paragraph (3).</p> <p>The requirements are that—</p> <p>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a) (3)(d))</p> <p>In particular, leaders and managers should ensure that they have a proof of address, verification of references and a satisfactory explanation of any gaps in employment.</p>	24 November 2023
<p>The registered person must ensure that all employees—</p> <p>undertake appropriate continuing professional development. (Regulation 33 (4)(a))</p> <p>In particular, leaders and managers must ensure that staff undertake appropriate training to meet the needs of children living in the home.</p>	24 November 2023

### Recommendation

- The registered person should ensure that electronic records can be easily accessed by staff. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 14.2)

## **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:** 2517054

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

**Registered provider:** Kennedy and Elliott Partnership LLP

**Registered provider address:** Abacus House, Forest Road, Loughton, Essex  
IG10 1DX

**Responsible individual:** Trevor Elliott

**Registered manager:** Post vacant

## Inspectors

Melvin Davies, Social Care Inspector  
Nhlanganiso Nyathi, His Majesty's Inspector

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