

2586969

Registered provider: Footsteps to Futures Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care for one child with social and emotional difficulties. The home is owned and operated by a private organisation.

The home is led by a suitably experienced manager who registered with Ofsted in June 2022.

Inspection dates: 28 and 29 September 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 outstanding

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

Date of last inspection: 20 September 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/09/2022	Full	Good
05/05/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Overall, the experiences and progress of the child are good. Staff develop strong relationships with the child and understand their needs well. The child's social worker said, 'The staff are committed to [the child's name] and promoting the best outcomes for him. He is happy and settled there and I have seen lots of positive interactions between him and staff.'

The home is warm, welcoming, and decorated to a good standard. The child's bedroom is personalised and reflects their interests. Photographs of the child and their family are on display around the home, and this contributes to the homely feel.

Staff recognise the value of continued family relationships. They support the child to spend time with their family in person and by telephone. This enables the child's time with family to be more relaxed and natural, but supported.

The child attends school full time. There is regular communication between the staff and the child's school. This enables all those who are supporting the child to have a detailed understanding of his experiences of each day. The staff provide well-considered support for the child in response to this shared information.

The child is supported to enjoy a variety of activities, and his interests are always considered by the staff. Staff proudly display photographs around the home of these memorable activities.

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

Staff ensure that the child is safe and protected. Risk assessments are thorough and regularly reviewed. For example, information between school and staff is shared daily. This information is routinely used when updating risk assessments, making them more robust. This ensures that staff know how to support the child when they might be struggling with their emotions.

The child has not gone missing from the home. However, staff have ensured that risk assessments are in place that reflect the child's risks and vulnerabilities.

The child has not raised any complaints and is confident to approach staff if they have any concerns.

The use of physical intervention is as a last resort. Staff are skilled in using distraction techniques. Incidents are recorded to a good standard and include reflection by the manager. The child and the staff are always offered the opportunity to debrief following any incident.

Allegations against members of staff are rare. When an allegation is made, a thorough investigation is carried out, and the manager promptly shares information with the relevant professionals. Recordings are clear, detailed and help with understanding what happened before, during and after.

The child is cared for by staff who are safely recruited. There is a stable staff team. This stability means that there is no need for agency staff. As a result, the child experiences consistent care from people who they know and trust.

The effectiveness of leaders and managers: outstanding

The registered manager has high aspirations for the child and inspires the staff to improve the life of the child. The manager leads by example and supports staff with the care provided to the child. He is ambitious, enthusiastic and experienced. This has contributed to high morale and dedication throughout the team.

Staff training and induction are effective, helping staff to develop skills and provide good care to the child. The training is enhanced by the knowledge shared by staff within the team. One member of staff referred to the training as being 'fantastic' and that the trainer showed patience. The trainer provides extra time for staff who might lack confidence to apply their learning to caring for the child.

The manager has excellent oversight of the daily records for the child. This provides the manager with knowledge of the child's day-to-day experiences and the progress they are making. Oversight is strengthened by the manager's presence in the home and the positive relationship developed with the child. The manager and staff reflect on their practice. This is reflected well across all areas of recording. This supports staff development and is a positive factor in the care that the child receives.

Staff feel valued by the manager and each other, and contribute to positive development within the home. Supervision meetings are regular and supportive. They are child focused and include reflection on practice and development. Team meetings are creative and regular. The manager encourages staff to share experiences and ideas relating to improving the care provided to the child. One member of staff said, '[The manager] takes on board suggestions of the team. I have never felt so heard and understood in a meeting.' A member of staff was supported to lead on equality and diversity in the home.

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: 2586969

Provision sub-type: Children's home

Registered provider: Footsteps to Futures Limited

Registered provider address: Chesterfield House, 1 Station Street, Bingham, Nottingham NG13 8AQ

Responsible individual: Donna Francis

Registered manager: Thomas Clarke

Inspector

Kathryn Hurley, Social Care Inspector

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