

# SC037986

Registered provider: Bracknell Forest Borough Council

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is run by the local authority and provides short breaks for children with sensory impairment, learning disabilities and physical disabilities.

The home currently provides short breaks for 27 children. During this inspection, seven children were accessing the service across the two days.

The manager registered with Ofsted in August 2022.

### Inspection dates: 16 and 17 January 2024

<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:** 31 January 2023

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
31/01/2023	Full	Good
09/03/2022	Full	Good
30/09/2019	Full	Outstanding
11/12/2018	Full	Outstanding

## Inspection judgements

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

Children have enjoyable experiences during their short breaks at this home. Staff ensure that the children are their primary focus and support them to have fun and engage in different activities, including dance massage in the sensory room, playing on the swings in the garden or having some quiet time using their personal technology.

Staff recognise the importance of children being supported to have a voice. They ensure that children are seen and heard. They consistently seek children's wishes and views. Staff use children's preferred communication styles and aids to ensure that interactions are meaningful. Staff listen to and act on the children's wishes wherever possible. For example, children are supported to make choices regarding what they would like to eat and about activities they would like to do. In turn, this leads to the children feeling valued.

Staff contribute positively to the children making individual progress. They support the children to gain confidence and get involved in activities with their peers. Staff also work with the children and their families to develop the children's independence and communication skills. The high standard of consistent care that staff provide positively influences the good progress children make in different areas of their lives.

Staff are empowering in their approach towards children's care. They are mindful of children's vulnerabilities and disabilities, yet they look beyond these and safely support children towards challenging but realistic targets. Children are praised for the positive things that they do. Their achievements are celebrated by notes of these displayed on a 'wow' board in the kitchen. This strengthens children's self-belief and encourages them to enjoy a sense of pride.

There is effective partnership working between staff, children's parents and social care professionals. Staff keep the child's support network well informed. Staff attend children's review meetings and contribute to their care planning. Children's parents and external professionals highly value the quality of care and support staff provide to the children and the positive difference the staff make in the lives of the children and their families.

The children benefit from their time spent in the welcoming, well-maintained and inclusive environment. Helpful visuals, such as symbols-based menu options, emotion boards and the complaints process, are displayed throughout the home. These encourage children's participation. Diversity is promoted in the home through a selection of books, multicultural toys and a noticeboard celebrating differences in people. Children are encouraged to embrace their own uniqueness, while also learning about differences in others.

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

Staff show the children great care and attention. They are well attuned to the children's needs. They understand the messages the children convey through non-verbal cues and are quick to respond to them. Parents and partner professionals gave consistently positive feedback about the service. One parent said that if they had to choose anywhere for their child, it would be this short-breaks service. Parents are confident that their children are safe, happy and well cared for. Parents said that the children really enjoy their short breaks.

Staff understand children's individual needs and vulnerabilities well. They take appropriate action to minimise risks to the children. Individual risk assessments are in place for each child, which provide clear guidance to staff. Staff skilfully de-escalate tricky situations without the use of restraint. There have not been any incidents involving the use of restraint since the last inspection.

Social care professionals and parents are confident that the staff manage challenging situations well. The staff sensitively care for the children. There is a positive culture in the home of staff actively seeking children's wishes and views and acting on these. They support children with additional communication needs to express themselves using sign language, and emotion and choice boards. Staff's actions signify that every child matters.

The home is well equipped with the required specialist equipment to meet children's individual needs well. This includes a sensory bath, hoists and specialist beds. This equipment is regularly serviced to ensure that it remains safe to use.

Children are cared for by a consistent core staff team, supplemented by agency workers when needed. Employment checks for permanent staff are carried out to a good standard. However, the manager does not currently have oversight of checks carried out for agency staff by the recruitment agency. As a result, the manager does not have access to all relevant information relating to agency staff's suitability to work with children. The manager took prompt action in requesting further information from the recruitment agency during the inspection.

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

The manager has a good understanding of children's needs and communicates their high expectations effectively to the staff. They sometimes work alongside staff, providing direct care to the children. This has provided the opportunity for the manager to monitor staff practice and to model the expected standard of care. The level of the manager's direct involvement means that they have been able to monitor children's progress first hand and guide staff to adapt their practice in line with children's changing needs.

The manager and senior leaders strive to maintain an inclusive environment in which children are well supported to have a voice. They have influenced a positive culture

of staff proactively exploring children's wishes and feelings and encouraging them to make choices.

Staff are provided with a wide range of relevant training. This includes specialist training on epilepsy, shunt awareness and Makaton. Staff are further guided on caring for the children through discussions during team meetings and individual supervision sessions. This ensures that staff can confidently meet the children's complex needs.

Staff are well supported by the manager and their colleagues. The manager and senior leaders have been successful in developing a highly motivated staff team. As a result, the children receive consistent care from committed staff who know them well. The service is held in high esteem by children's parents and social care professionals.

Recent refurbishments have contributed to a welcoming, stimulating and comfortable environment for the children. The children make regular use of an accessible garden which contains a variety of suitable play equipment. They really enjoy the wheelchair accessible swing and trampoline.

The manager is committed to continued development and building further on the high-quality care provided to the children. For example, it is planned for the wider staff team to receive nurture training and training on sensory diet.

## **What does the children's home need to do to improve?**

### **Recommendation**

- The registered person should ensure that the recruitment of staff safeguards children and minimises potential risks to them. This includes ensuring that they have oversight of employment checks for agency staff. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.1)

### **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:** SC037986

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

**Registered provider address:** Time square, Market Street, Bracknell RG12 1JD

**Responsible individual:** Louise Richer

**Registered manager:** Clare Turner

## Inspector

Sasha Reid, Social Care Inspector

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