

# 2633498

Registered provider: Care Perspectives Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is owned and operated by a private company. It provides care for up to three children. Children may have mental health difficulties and/or emotional and social difficulties.

The home was registered in March 2021. In September 2022, an experienced manager registered to manage the home. The manager has a level 5 qualification in leadership and management.

### Inspection dates: 5 and 6 June 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:** 4 October 2021

**Overall judgement at last inspection:** inadequate

### Enforcement action since last inspection:

At its first inspection, in October 2021, the home was judged inadequate. Managers subsequently closed the home and Ofsted imposed a condition whereby the home needed to give Ofsted three months' notice prior to a child moving in.

Following a monitoring visit in January 2023, the condition was removed and a variation granted to increase the number of children the home could care for from two to three.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
04/10/2021	Full	Inadequate

## Inspection judgements

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

One child has recently moved into the home, and this was well planned. Managers ensured the child had important information and was fully informed at all stages. They visited the child and encouraged the child to visit the home to meet staff. This approach provided reassurance and enabled the child to quickly settle and build relationships.

The staff team is stable and nurturing in its approach. This helps the child to develop positive relationships with the staff, who they trust. The inspector observed warm and good-humoured interactions between staff and the child. These relationships provide the child with the stability and security they need to make progress in important areas of their lives.

The child's social worker praised the therapeutic approach of staff and told the inspector that 'nothing was too much trouble' for the manager. The child told the inspector they like living in the home and they like the staff.

Staff support the child to attend routine health appointments. They prioritise the child's emotional health needs and work with professionals and clinicians to understand the child's complex behaviours, to ensure the child's emotional needs are met. This enables staff to support the child during times of crisis and helps the child to regulate their emotions.

The child does not currently attend school. Managers and staff prioritise the child's education by supporting them with a structured education routine. They work closely with the child's tutor and engage the child in educational projects. This means that the child continues to learn while waiting for a school place.

Staff understand the importance of positive memories for the child's life story. The child has a daily praise book made by staff, with photos and comments of their time at the home. The child will take the book with them when they move on. Positive memories like these help the child to feel loved, to be happy and to be able to thrive physically, emotionally and socially.

Staff regularly consult with the child and encourage them to contribute to all aspects of their care. They support the child to attend their statutory review and express their views. They work with the child and set individual goals which are recorded in child-friendly internal placement plans. Staff regularly review these with the child. This means that the child develops a sense of ownership of their progress and takes pride in their achievements.

The home is well furnished and maintained and is a warm and welcoming place for the child to spend time with staff. Photos of the child are on display and there are several house plants, chosen by the child, throughout the home. The child's bedroom is painted in a colour of their choice and there are soft toys proudly on

display. This personalisation allows the child to have a sense of pride in their home and promotes their well-being.

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

Detailed risk assessments and behaviour management plans reviewed with clinicians promote the home's therapeutic ethos and guide staff to manage the child's complex behaviours. Regular consultation with clinicians is effective in improving staff practice and ensures that risks are fully understood. This allows staff to understand the reasons behind some behaviours and provides a nurturing environment for the child. As a result of this highly attuned care, incidents are rare and staff have not used physical restraint to manage the child's behaviours.

Although the child has not been missing from the home, protocols are in place which tell staff what to do should the child go missing. Additionally, the manager has shared information with the police. This proactive approach ensures that the child is safe and protected.

Staff are vigilant to risks and act quickly to keep the child safe. Staff use their knowledge of the child and their strong relationships to support the child's emotional health and well-being needs, calm them and help them to relax. Staff then talk with the child and give them strategies to help them to manage their emotions. This empowers the child and promotes resilience. Staff then ensure that the child receives care and support in response to their individual needs. This means that the child feels confident about asking staff for help when they need it.

Staff know the child well. They use resources and their strong relationships to educate the child about risks. For example, staff have recently used resources to educate the child about online safety. Additionally, staff support the child to complete their own safety plan. This positive work enhances the child's knowledge of risk and allows them to take the lead in their learning.

Staff have a good understanding of the importance of safeguarding and the need for vigilance so that the child is safe. Clear rules and boundaries enable the child to feel increasingly safe and contained.

Managers can demonstrate that good systems are in place to ensure the safe administration and storage of medicine.

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

The manager is an ambitious and inspirational leader who has high aspirations for children in his care and his staff team. The manager's commitment to providing the current child with safe and nurturing care attuned to their needs informs the culture in the home. The manager is supported by a deputy who works with him to provide consistent, strong and effective leadership in the home.

The responsible individual and the manager use a range of monitoring systems to maintain constant oversight of the home. These effective systems provide a clear understanding of the strengths and weaknesses of the home. This means that managers can quickly address issues and plan developments and improvements across the home.

The manager is knowledgeable about the complex needs of the child. He includes the clinical team effectively in all aspects of the child's care. The manager is a strong advocate for the child. He is confident in challenging other professionals when he believes that they are not acting in the child's interests or fulfilling their responsibilities to the child. This improves the quality of care that the child receives.

The manager leads a team of well-motivated staff. Managers support staff through regular supervision which includes a focus on safeguarding and on staff well-being. New staff have a well-planned induction which includes twice monthly supervision and ongoing reviews throughout their probationary period. Staff say they like working in the home and that morale is good.

The home benefits from having a diverse team of staff from a variety of backgrounds. Managers recognise staff's experience and interests, and they develop these to improve the quality of care. The home is fully staffed, and no agency or cover staff are used to care for the child. This consistent care means that the child is developing relationships with people they know well.

Staff are provided with a wide range of training, which is specific and relevant to the child's needs. Managers further promote a learning environment by upskilling staff through additional workshops delivered by clinicians in team meetings. Staff talk knowledgeably about the therapeutic model of care and the training. This means that the child is supported by staff who are equipped with the skills and experience they need to perform well.

The child is treated with dignity and respect and their unique identity is supported by managers and staff. For example, they have developed individual strategies with the child to enable the child to communicate their emotional needs. This accepting environment enables the child to thrive and achieve their potential.

## **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:** 2633498

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

**Registered provider:** Care Perspectives Limited

**Registered provider address:** Care Perspectives Limited, 36 Frederick Street,  
Loughborough LE11 3BJ

**Responsible individual:** Rodrigo Ferreira

**Registered manager:** Anthony O'Connor

## Inspectors

Karen Gillingwater, Social Care Inspector  
Nateisha Cardoza-Evans, Social Care Inspector

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