

2656194

Registered provider: Care Perspectives Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home registered with Ofsted in February 2022. It provides care for up to five children with learning disabilities, autism and complex needs. The home is privately owned and forms part of a small social care organisation which offers therapeutic support.

The manager registered with Ofsted in November 2022.

Inspection dates: 22 and 23 January 2024

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: 21 September 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/09/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

There were five children living in the home at the time of the inspection.

Staff support children to make exceptional and sustained progress in all areas of their lives in this home. This is because staff share close and trusting relationships with children. Also, staff provide consistent and individualised support to meet children's complex needs. The quality of the relationships and support significantly enhances children's life chances.

Children are overwhelmingly positive about the care they receive. They said that they are safe, they love staff and are very happy living in the home. One child summed up the views of them all by saying they 'rate the home 12 out of 10 and there is no other place I would rather live. I love living here.'

Staff meet children's health needs remarkably well. Healthy diets and attendance at both routine and specialist health appointments promote good physical and emotional health. For one child, the support provided by staff and the registered manager has resulted in them losing a considerable amount of weight. One external professional said, 'The child has come a long way in this home. They have changed his life for the better. They have helped him manage his diet, exercise and increased his life expectancy.'

All children are fully engaged in education or training at settings which meet their individual needs effectively. Excellent communication between the home staff and education professionals contributes to the solid progress that children make. Staff recognise children's starting points and celebrate their educational achievements. For example, one child has recently received an outstanding achievement award from the local authority for overcoming barriers to education, having been out of education for several years before moving into the home.

Children's moves in and out of the home are meticulously planned by the registered manager. She works diligently to gather all necessary information to inform her assessment and considers risks very effectively. In addition, staff use creative methods to provide children with information about the home before they move in. For example, staff created a video presentation of the home's children's guide. As a result, children feel reassured and well supported during crucial moments in their lives.

Staff support children to spend time with, and in some cases reconnect with, their loved ones. For example, children spend time with their friends and family. For one child, the persistence of the registered manager has enabled them to recently begin to share family time with their biological mother after 15 years of separation. The child said that this had made them very happy. One parent said about the home,

'They are wonderful and have changed my son's life for the better. Absolutely amazing.'

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

Children feel safe because of the quality of care they receive from staff. Highly effective and proactive planning identifies potential risks and ensures that staff manage these well. Furthermore, children are involved and create their own safety plans. Staff ensure that restrictions and safeguarding strategies do not hinder children's development. Consequently, children develop their confidence and become safer.

Staff support and help children to prepare for independence safely. They promote and develop independence skills by assessing risks well and working closely with children and the important people in children's lives. Direct work to educate children about danger and risk is of excellent quality. The registered manager skilfully balances the risks with opportunities for children to improve their skills. The quality of this work ensures that children are better prepared when they move on from the home.

Staff adopt a therapeutic and restorative approach to managing children's behaviour. Research and a clear understanding of attachment theory underpin staff practice. Regular consultations and training with a clinical psychologist are used well and are effective in improving staff practice. As a result, incidents requiring physical restraint with children are rare. However, when restraint is used, it is proportionate and a last resort to ensure children's safety.

Children do not go missing from the home. Since the home registered in February 2022, no children have gone missing. Despite this, staff ensure that regularly reviewed and updated protocols are in place for all children. They are shared with the local police. Furthermore, despite there being no incidents, all staff know the actions they should take if a child were to go missing from the home.

Staff and the registered manager respond sensitively and effectively when children talk about their experiences. For example, the management of and responses to disclosures and allegations are excellent. Leaders share all information and work well with external professionals. Follow-up work and protocols are devised and reviewed with professionals to sensitively provide support to children. As a result, children feel valued and listened to and their well-being is promoted.

The effectiveness of leaders and managers: outstanding

The home is led by an experienced, suitably qualified and inspirational manager. She is child-focused and adores the children she cares for. She is held in high regard by the children, staff and external professionals. She is supported well by an ambitious deputy manager and the home's responsible individual. Together, they have created an ethos and culture in the home in which children can flourish.

Staff are very positive about the support they receive from the registered manager. Supervision sessions are regular and of high quality. They help staff generate ideas and reflect on their practice. New staff are robustly vetted and are supported through a clear and effective induction process. In addition, leaders use an 'Employee of the month' system to reward staff and keep them motivated. Consequently, a diverse staff team is supported to provide high-quality care to children.

Staff are very well trained and the vast majority are suitably qualified. They undertake a wide range of training, which is specifically identified to meet the children's needs. The clinical lead also disseminates training and research to the team during regular team meetings. Staff embed their learning very effectively into their practice. As a result, highly skilled and effective staff meet the children's needs exceptionally well.

Management oversight and monitoring processes are innovative and successful. For example, since the last inspection, the registered manager has developed monitoring tools which review and capture children's progress very effectively. This oversight ensures that the registered manager knows the home's strengths and development areas very well. She quickly and effectively addresses shortfalls and ensures that improvements are sustained.

The registered manager is central to planning the care for children. To support this, she has developed excellent relationships with families and a wide range of agencies. Feedback received was overwhelmingly positive. One professional said, 'It was great to see a home operating in the way it should be for children in care. If I could go to more homes of this quality, I would be a happy person.' Another said, 'I started my career some 31 years ago and felt that [the home] was what I always aspired to.' A third professional said, 'This is the best home I have ever worked with by a country mile. These attributes help children to get the support they need. It improves their care, their experiences and their future.'

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: 2656194

Provision sub-type: Children's home

Registered provider: Care Perspectives Limited

Registered provider address: Care Perspectives Limited, 36 Frederick Street,
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Responsible individual: Rodrigo Ferreira

Registered manager: Sabrina Sproston

Inspector

Dean Wilton, Social Care Inspector

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