

SC446261

Registered provider: Footsteps A Path to Change 08 Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately owned children's home for up to three young people who have social and emotional difficulties.

Inspection dates: 10 to 11 July 2018

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: 19 July 2017

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/07/2017	Full	Good
09/12/2016	Interim	Declined in effectiveness
10/08/2016	Full	Good
14/03/2016	Interim	Declined in effectiveness

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, 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
The protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure that staff assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child. (Regulation 12 (1)(2)(a)(i))	18/08/2018

Inspection judgements

Overall experiences and progress of children and young people: good

Young people form good relationships with staff. One young person told the inspector, 'The staff here are great. [They are] always there for you. They are like a family to me.' This was further validated by a social worker who said, 'The difference in [young person] is amazing. She feels safe, loved and cared for. The staff are really good at putting in good boundaries and still being nurturing.'

Young people enjoy good health and they have access to specialist services and support to promote their physical and emotional well-being. They are encouraged and supported to attend routine health appointments. The manager ensures that there are appropriate arrangements in place for the safe administration and management of medicines to promote the safety and well-being of young people.

Staff work in partnership with schools and other relevant professionals to make sure that young people have every opportunity to increase their academic ability and to reach their full potential. One teacher told the inspector, 'Staff support young people so well. They attend parents' evening and are regularly in touch with us. We have such a positive relationship with them.'

Young people have clear contact plans in place to ensure that they retain positive links with family members and friends. Staff support these arrangements, both practically as well as providing emotional support to young people. These arrangements reflect any

restrictions that may be in place to safeguard young people and these are clearly understood and followed by staff.

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

Young people are safe in the home and say that they feel safe. There have been no incidents of physical restraint or of young people being missing from the home, since the last inspection. Young people say that they understand how to make a complaint and are confident that these will be addressed. There have been no complaints made since the last inspection.

Risk assessments are not sufficiently detailed. For example, one young person who was identified in his care plan as presenting a risk to himself due to going missing from care behaviours had no historic or current information in his risk assessment to support the risk management plan. Lack of information in young people's risk assessments can lead to the incorrect arrangements for their care and supervision.

Young people are supported to develop life skills in readiness for adulthood. Young people are provided with lots of opportunities to develop new skills, such as cooking, personal care and budgeting, with good support and encouragement from staff. This helps young people to learn the necessary skills that will enable them to move successfully into adulthood.

Young people live in a physically safe environment. Regular environmental safety checks are undertaken, and young people regularly practise fire drills, so that they know what they need to do in the event of an emergency.

Young people are protected by the organisation's thorough recruitment practices. Staff are vetted and assessed as suitable before any appointment is confirmed. These measures positively promote the safety of the young people by preventing unsuitable adults from working with them.

The effectiveness of leaders and managers: good

The home's registered manager is currently on maternity leave. The organisation has made interim arrangements by appointing an acting manager to ensure that the home is managed sufficiently, and that staff receive the support that they need to care for young people.

Staff receive regular supervision and are appraised annually. They benefit from a range of appropriate training to develop their knowledge, skills and professional practice. New staff undergo an induction programme, followed by being enrolled on the level 3 diploma in residential childcare. As a result, staff are well trained and qualified to meet the needs of young people.

An independent visitor visits the home each month to evaluate the quality of care and to monitor safeguarding. The independent visitor consults with young people, staff and

social workers to ensure that their views are considered in service improvement. This makes sure that practice is focused on outcomes for young people.

The manager has formed positive relationships with a range of agencies, including the police, placing authorities and education departments. One social worker said, 'Partnership working is really good. Staff send me regular emails and always keep me informed with what is going on.' This means that there is a coordinated approach to meeting young people's needs.

The manager has responded positively to the recommendations made at the last full inspection. Young people are now fully aware of how to raise a complaint about their care. Staff are now fully aware of their responsibilities when recording incidents that have occurred in the home.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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: SC446261

Provision sub-type: Children's home

Registered provider: Footsteps A Path To Change 08 Limited

Registered provider address: 8 Alderley Close, Hazel Grove, Stockport, Cheshire SK7 6BS

Responsible individual: Charlotte Hearne

Registered manager: Laura Norcop

Inspector

Dave Carrigan: social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
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