

SC446261

Registered provider: Footsteps A Path To Change

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is part of a small private organisation. It offers care for three children with complex needs.

The manager registered with Ofsted in September 2022. He is working towards a relevant qualification.

Inspection dates: 26 and 27 September 2023

Overall experiences and progress of children and young people, taking into account	good
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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: 6 December 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/12/2022	Full	Good
23/07/2019	Full	Good
10/07/2018	Full	Good
19/07/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

One child, who has previously experienced lots of moves, continues to live in the home. This stability has contributed to the progress that they have made. Staff benefit from regular consultations and training from a clinician. As a result, staff respond to the child's needs in a caring and nurturing manner. This enables the child to build positive relationships with the staff who care for them. The manager and staff speak fondly of the child.

The manager advocates for the child to access suitable education and training. Staff are proactive in seeking new opportunities to promote the child's learning. Since living in the home, the child has attended an education programme in the community and completed some online training courses.

The child's physical health is good. The child is registered with local health services and attends routine appointments. When the child sustained an injury, staff arranged for the child to access emergency healthcare without delay. The therapist who works with the child is readily available to support their emotional well-being.

The child's wishes and views on the care that they receive are regularly sought through discussions. Managers review feedback from the child and use this to inform care plans. When it is not possible to meet a child's desired outcome this is explained to the child sensitively.

The child enjoys a range of activities. They are supported by staff to keep in touch with people who are important to them. This means that the child has positive experiences, and their identity is promoted.

The manager and staff provide a safe environment that is decorated and furnished well. Pictures of the child are displayed around the home, and soft furnishings and ornaments make the spaces feel homely and welcoming.

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

The child's behaviours and risks have reduced significantly. As a result, legal restrictions in place to manage risk are no longer required. This means that the child can spend time on their own in the community and manage age-appropriate risks. Support is in place to help the child to prepare for adulthood.

There has been a significant reduction in the child going missing. On the one occasion where the child was not where they were expected to be, staff responded well by searching for the child. Staff kept in touch with the child on their phone and concerns were shared with the relevant people. This ensured that there was a well-coordinated response. The child was welcomed back by staff after the missing

incident and arrangements were in place for the child to speak with an independent person.

Staff are trained in behaviour management strategies, and de-escalation is used to prevent incidents from escalating. Staff regularly use praise and rewards to recognise the child's achievements. Restorative practices are used to help the child to reflect on behaviours. This provides the child with an opportunity to consider the impact of their actions on themselves and others.

It is rare for staff to use physical intervention. On the occasions where it has been needed, it has been effective in keeping the child and staff safe. The manager ensures that the child can speak about incidents involving physical intervention with an independent person.

New staff have started to work in the home. Safe recruitment practices are in place. The manager reviews applicants' reason for leaving previous positions when they have worked in a position of trust. This practice reduces the risk of children being cared for by unsuitable individuals.

The child is familiar with the complaint process. They have used this on one occasion. More recently, the child reported concerns about some people who work in the home. The child's social worker visited the child. The manager commenced an internal investigation into the concerns before all known information had been shared with the allocated designated officer. On this occasion, this did not affect the investigation outcome.

The effectiveness of leaders and managers: good

The manager is motivated to support children who display complex behaviours. He has high expectations of the child and the staff who support them. He is proud of the progress that the child continues to make.

Good working relationships with external agencies have been established. The manager ensures that relevant information is shared with all relevant safeguarding professionals. When a service is not providing a service in line with their statutory responsibilities, the manager raises it as a concern.

Monitoring systems are used effectively by the manager. The information gathered is used to develop the care that the child receives.

There have been some changes of staff since the last inspection. The manager seeks feedback from staff to help him to understand the reasons why staff leave. Feedback from staff was positive and any suggestions made by staff have been implemented. On most occasions, staff left due to changes in their personal circumstances or for career development.

The manager and two staff hold a qualification that is relevant to caring for children who live in residential care. A further two staff have a qualification in health and

social care. Unqualified staff are working towards completing a relevant qualification. There is an expectation that this is achieved within two years of working in the home.

The managers ensure that staff complete short courses to enable them to fulfil the requirement of their role and to meet the individual needs of the child.

Staff benefit from regular team meetings and monthly supervisions with the manager. The meetings provide a safe space for staff to reflect on practice and seek support to meet the needs of the child.

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— understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare. (Regulation 12 (1) (2)(a)(v)(vi)) This specifically relates to ensuring that when serious incidents occur, the manager seeks the agreement of an internal investigation with all relevant individuals before it commences.	8 November 2023

Recommendations

- The registered person should ensure that, in line with their individual health plans and the ethos of the home, children are offered advice, support and guidance on health and well-being. In particular, staff should work with children to change negative behaviours in key areas of health and well-being, such as sexual relationships, sexual health, contraception and the use of cannabis. (Guide to the Children's Homes Regulations, including quality standards', page 35, paragraph 7.18)

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: SC446261

Provision sub-type: Children's home

Registered provider: Footsteps A Path To Change 08 Ltd

Registered provider address: Landmark House, Station Road, Cheadle Hulme
SK8 7BS

Responsible individual: Charlotte Davies

Registered manager: Steven Poulson

Inspector

Helen Dunn, Social Care Inspector

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