

2586969

Registered provider: Footsteps to Futures Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care for one child who may have social and emotional difficulties. One child has lived in this home for over three years. The home is owned and operated by a private organisation.

The home is led by a suitably experienced manager who registered with Ofsted in June 2022.

Inspection dates: 19 and 20 September 2024

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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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: 28 September 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/09/2023	Full	Good
20/09/2022	Full	Good
05/05/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The child receives an exceptionally good standard of care. Staff provide the child with care that creates positive memories and experiences. Staff have a comprehensive knowledge and understanding of the child's individual needs. The child forms trusted relationships with staff and benefits from high-quality care and nurture.

The staff provide excellent support to progress the child's education. Staff work in partnership with school staff and other professionals to ensure the child benefits from receiving the best all-round support. The child is currently on a reduced timetable. Staff provide consistency and routine to the child, despite the reduced timetable. Staff are creative in helping the child's learning when undertaking educational activities at home.

Staff understand the importance of the child spending time with their family. Family time with immediate and extended family is well supported by staff and takes place regularly. Staff ensure the child and their family have fun and that the time together is valued. This is crucial to help the child maintain their identity.

The home environment is child-friendly, with photos on display throughout the home of the child enjoying activities. The home is warm and welcoming, and the child's bedroom is personalised.

Staff support the child to take part in a wide variety of activities in and outside of the home. The child's social worker said, '[Name of child] said he had a fantastic summer holiday and made some friends, which he was really happy about.'

The home's staff follow a therapeutic model of care. This approach is woven into all aspects of care, including recording, and applied consistently by staff. Staff demonstrate an excellent understanding of the approach and why it works for the child. Specialist support is in place for the child from external professionals, including a counselling and psychology service. In addition, this specialist support provides consultation to staff when needed. This contributes to further development of staff and an enhanced understanding of the child's needs.

Staff help the child to see the progress they have made. Clear goals are set and then reviewed by staff with the child. This enables the child to share their views, wishes and feelings about support they feel they need. Staff value the importance of the child's views and focus on supporting continued progress.

Staff are committed and enthusiastic about achieving the best outcomes for the child. They have an excellent understanding of the child's care plan. The manager and staff work with external professionals and family members to progress the care plan for the child.

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

Staff understand the child's risks and how to provide the right support, considering their individual needs. Staff know the child extremely well. Their knowledge about the child is embedded in their everyday practice and recording. Safety plans are detailed and provide information about the child's experiences. Staff ensure that known risks do not impact on the child's opportunities and experiences and their ability to make progress.

Physical intervention to manage the child's behaviour is only used as a last resort. Incident reports are very detailed and help understand what happened for all involved. Staff help the child understand their emotions and how they can be best supported. After any incidents, both the child and staff are supported with their emotional well-being.

The child does not go missing. Safety plans do consider this, which ensures staff know what action to take if the child does go missing. There have been no complaints made by the child. If the child makes an allegation, the manager takes prompt and effective action. Investigations are carried out thoroughly. External professionals are informed by the manager and staff, and plans are put in place to ensure the child is helped to feel safe and listened to.

Staff support the child to develop positive and supportive relationships. The child is encouraged to talk openly about their feelings. The child said, 'Sometimes I tell staff if I am sad, and they will help me.'

The effectiveness of leaders and managers: outstanding

A dedicated manager leads this home. He speaks with passion about the child, demonstrating a genuine commitment to meeting their needs. The manager has high expectations of staff and consistently high aspirations for the child. He is ambitious, enthusiastic and experienced. The manager ensures the home is managed efficiently and effectively. Staff feel supported by the manager and describe him as being 'very approachable'.

The manager inspires a nurturing team of staff, who keep the child at the centre of everything they do. The child receives outstanding care, support and guidance from a highly committed, competent and nurturing staff team. The stable and settled staff team promotes continuity of care and strong attachments for the child. One member of staff said, 'We are like a work family, and we really support each other.'

Staff receive ongoing support, professional supervision and constant guidance from the manager. Supervision is child-focused and includes reflection about practice and development. However, clear actions are not always set, which limits review of progress on areas for development. Team meetings are effective, and staff find them helpful to focus on what is going well and what may need to change.

Staff receive high-quality training to build their individual skills and knowledge. Training is provided by an internal training team and is specifically tailored to the needs of the child. Staff are committed to continuous professional development.

The manager has excellent oversight of the daily records for the child. This provides him with knowledge of the child's day-to-day experiences and the progress they make. Oversight is strengthened by the manager's presence in the home and the positive relationships developed with the child as a result.

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

Recommendation

- The registered person should ensure content and outcomes of professional supervision are clearly recorded and regularly reviewed. They should also ensure that both the person giving the supervision and the staff member have a copy of the record. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.4)

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: 2586969

Provision sub-type: Children's home

Registered provider: Footsteps to Futures Limited

Registered provider address: Unit 5, Riverbank Business Park, Whatton-in-the-Vale,
Nottinghamshire NG13 9FX

Responsible individual: Victoria Lee

Registered manager: Thomas Clarke

Inspector

Kathryn Hurley, Social Care Inspector

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