

2812399

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 up to three children who may have social and emotional difficulties. The home is owned and operated by a private organisation.

There has been no registered manager since June 2025.

Inspection dates: 16 and 17 July 2025

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	requires improvement to be good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: not previously inspected

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: not applicable

Inspection judgements

Overall experiences and progress of children and young people: good

Overall, experiences and progress for children are good. Staff develop good relationships with children and understand their needs. An education professional said, 'It is evident that the staff at [name of home] are deeply committed to the welfare and development of the young people in their care, and this is reflected in their collaborative approach and dedication. Having supported this young person's case over a number of years, I have observed a significant and positive transformation since their placement.'

Children are not yet accessing consistent education. The covering manager is proactive in identifying alternative education and advocating for children. Staff support children with routines.

Staff support children to enjoy a range of activities and experiences in the home and the community. Activities include trips to the coast, exploring the outdoors, go-karting, garden games and crazy golf. Children develop their social skills, interests and hobbies.

Children have access to a range of healthcare services. Staff have supported one child to attend a variety of health appointments following a period of refusing to attend any appointments. A social worker said, 'There is a remarkable difference.'

Staff recognise the value of continued family relationships for children. They support children to spend time with family where it is safe to do so. This helps children to maintain important family relationships and promotes their identity.

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

Children's risk assessments are detailed and updated regularly. This helps staff understand children's support needs when they might be struggling with their emotions. However, staff do not always follow the suggested support outlined in the risk assessments. Some incidents have escalated because of this.

Children rarely go missing from home. Risk assessments consider this, which ensures that staff know what action to take if this was to occur. Children have not made any complaints against staff. Children are safe and protected, and risks are minimal.

There is good multi-agency working, which promotes the safety of children. Staff from the home, social workers and the police have close working relationships. A social worker said how risks have reduced for the child they work with and that, despite challenges, staff are managing well. This provides consistent support to children.

Physical interventions to manage children's behaviour are only used as a last resort. Most incident reports are detailed and help all involved to understand what happened.

Staff help children to explore their emotions and establish how they can be best supported.

If children make allegations, the manager takes prompt and appropriate action. Investigations are carried out quickly and thoroughly. External professionals are informed by the manager, and plans are put in place that support children and staff.

The effectiveness of leaders and managers: requires improvement to be good

There has been no registered manager since June 2025. A manager from another home within the organisation is providing support to staff and children. The responsible individual is also providing additional support while there is no registered manager.

The quality of professional supervision sessions and team meetings is variable. Professional supervision sessions are not always regular. There are no clear actions set during supervision and team meetings. This limits the professional guidance staff receive in developing their care practice.

Staff do not always keep records up to date or consistently provide enough detail. For example, one incident was not recorded until more than two weeks later. Delayed records impact staff understanding about how children feel and how they can be best supported. Some staff have not completed all the required training. Staff are not always given the opportunity to reflect on how they could have supported children better during incidents.

The covering manager has oversight of the care provided to children. However, this is inconsistent and lacks critical reflection. There are missed opportunities to learn from practice and improve the care provided to children. Children's progress is not evidenced or monitored effectively.

Notifications of serious incidents are not always shared with the regulator or are delayed. This prevents a thorough evaluation from being carried out and restricts Ofsted's ability to evaluate how well children are safeguarded in the home.

The covering manager and senior leaders are committed to providing improved care for children. Leaders are aware of areas for development in the team and have plans to progress these, although they are not yet embedded.

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, The 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 leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— - helps children aspire to fulfil their potential; and - promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— - lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; - ensure that staff have the experience, qualifications and skills to meet the needs of each child; - ensure that the home's workforce provides continuity of care to each child; - use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(c)(e)(h)) The registered person must have effective oversight of the quality of care provided for children so they can identify areas of concern and respond with clear and measurable actions. This includes recording in children's case records and ensuring that language is child focused. This specifically relates to embedding monitoring systems, capturing children's progress effectively and producing an ongoing review of their progress. The registered person must ensure that all staff have regular practice-related supervision and access to team meetings where clear targets are set and reviewed. The registered person must also ensure that staff training is up to date.	12 September 2025

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; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; 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; and that the home’s day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(v)(vi)(b)) The registered person must ensure that staff consistently follow children’s individually tailored risk assessments.	12 September 2025
The registered person must notify HMCI and each other relevant person without delay if— there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(e))	12 September 2025

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: 2812399

Provision sub-type: Children's home

Registered provider: Footsteps to Futures Limited

Registered provider address: Unit 5, Riverbank Business Park, Whatton-In-The-Vale, Nottingham NG13 9FX

Responsible individual: Victoria Lee

Registered manager: Post vacant

Inspector

Kathryn Hurley, Social Care Inspector

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