

Inspection Top Tips

Approach to Keyworking

September 2025



Children's Homes Regulations



The children's views, wishes and feelings standard is that children receive care from staff who:

- (a) develop positive relationships with them;
- (b) engage with them; and
- (c) take their views, wishes and feelings into account in relation to matters affecting the children's care and welfare and their lives.



Regulation 7 (1)



Children's Homes Guide

4.10 Staff should have the skills and confidence to communicate easily and understand the importance of listening to, involving and responding to the children they care for. Staff should understand that they have a responsibility to observe, notice and respond to children who are expressing their views, acknowledging that it is not the sole responsibility of the child to 'tell'.

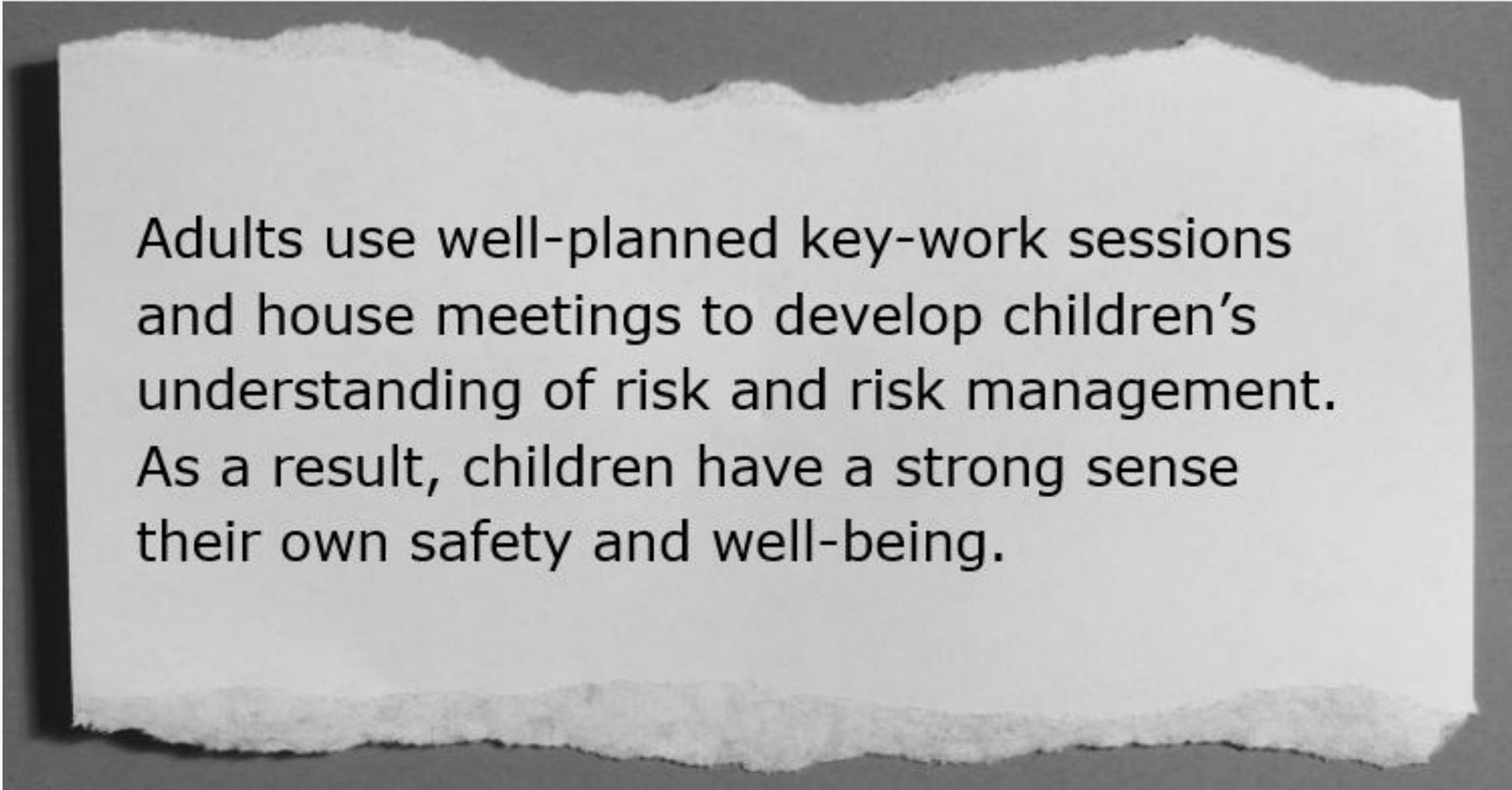


Children's Homes SCCIF Key Elements

- Staff are committed to providing stability for children who, as a result, are able to develop an appropriate sense of permanence and belonging.
- Staff know the children well, listen to them, invest time in them, protect them and promote their welfare.
- Children have trusted and secure relationships with the adults who are looking after them.
- They have a range of positive experiences, which leads to progress.



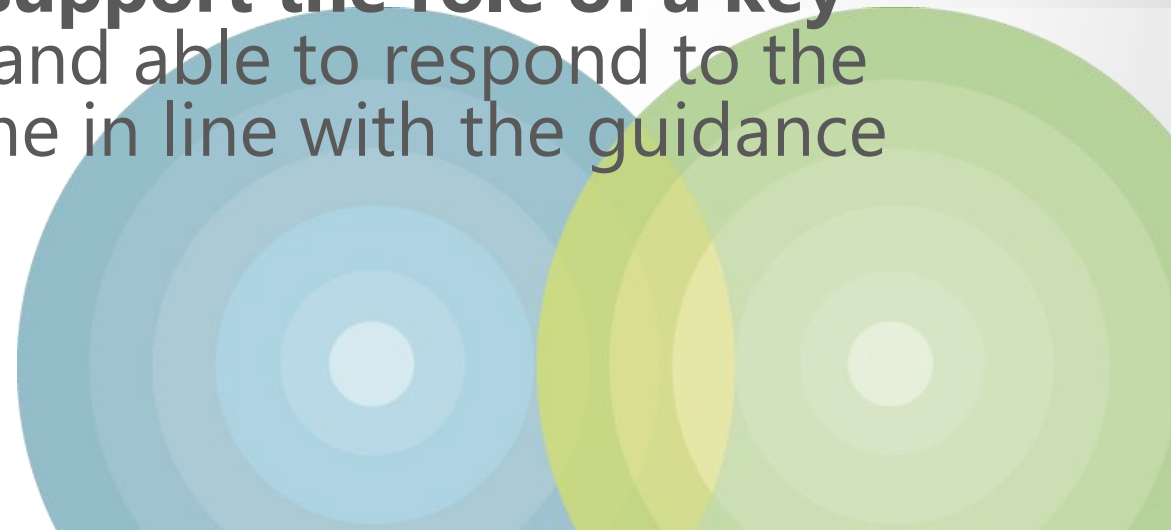
Ofsted comment from inspection - Good

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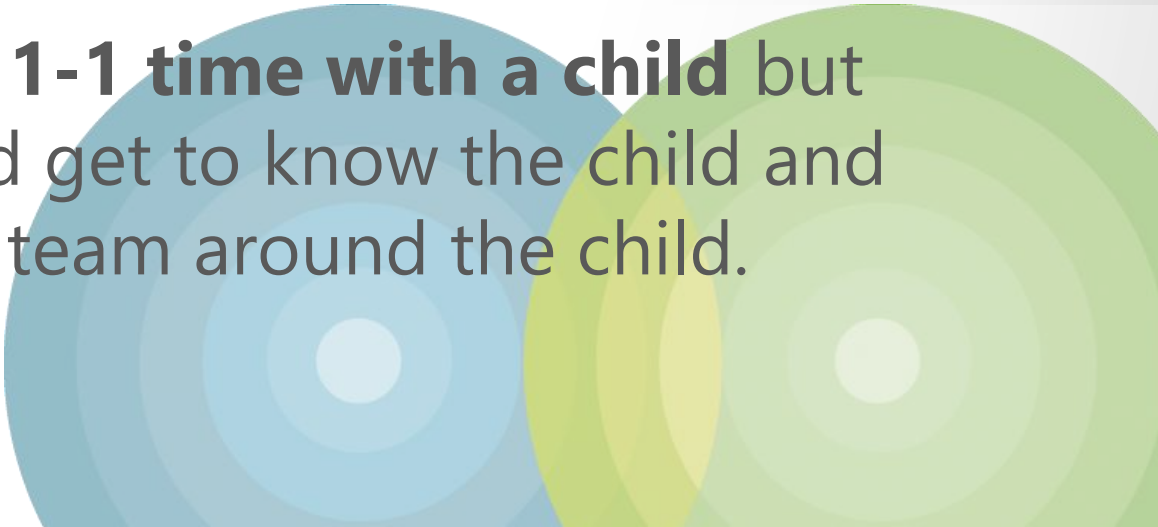
Adults use well-planned key-work sessions and house meetings to develop children's understanding of risk and risk management. As a result, children have a strong sense their own safety and well-being.

Top Tips...

- 1. There is no reference to the term keyworker in the regulations or guidance for children's homes** with the emphasis on all staff understanding the needs and wishes of all children in the home. Ensure keyworkers are not made solely accountable for the plans around the child.
- 2. The appointment of a key worker should be someone who can support the needs of the child** and play a central role in their care while in the home - they are not solely responsible.
- 3. The culture of the home should support the role of a key worker** by all staff being aware of and able to respond to the needs of all the children in the home in line with the guidance and legislation.



Top Tips Continued...

4. **Keyworkers should be mindful of creating a sense of dependency** in the relationship which can exclude all staff from building effective relationships.
 5. **Keyworkers should ensure that regular and planned opportunities are provided to a child to meet with them,** considering the best environment is provided to make the keywork time meaningful.
 6. **Keywork is not simply booking a 1-1 time with a child** but having skills to plan, coordinate and get to know the child and ensuring the involvement of all the team around the child.
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Questions to consider...

- Is the person identified as the keyworker for the child, the person the child is most likely to relate to?
- Do all staff feel able to work with all children in the home and able to support the identified keyworker in partnership?
- Is there any sense of a dependency of the child in the keyworker relationship?
- Is the work in keywork time planned, engaging and meaningful for the child?



Next Week...

Bitesize session – 10th September 2025

Michelle Nicholson, will be with us to deliver this week's bitesize session on **Regulation 40 - Serious Incidents Reporting**.

