

2025: A YEAR OF PROGRESS — LOOKING AHEAD TO 2026



A.H. LANCER CONSULTING LTD

With 2026 now underway, **we've taken time to look back on 2025** and what it represented for AHLC.

It was a year of steady growth, widening regional reach, and real progress in how we support children's residential care services, while continuing to strengthen the foundations that will carry us into the year ahead.



CHILDREN'S SOCIAL CARE CONSULTANCY

Providing expertise to children's residential providers and supported accommodation services.

www.ahlancerconsulting.com

✦ CONTINUED BUSINESS GROWTH, REGIONAL EXPANSION & START-UP SUCCESS

Throughout **2025**, AHLC experienced continued positive growth, expanding from supporting providers primarily in the **East Midlands** to also working across the **West Midlands**.

During the year, AHLC **successfully supported children's home providers from initial start-up through to full Ofsted registration**.

We are also **supporting four additional providers with confirmed Ofsted registration dates in the early part of 2026**, which we are very much looking forward to progressing into successful registrations.

As we move into the new year, AHLC is preparing to expand its services into the **South Yorkshire area**, further strengthening our national reach.

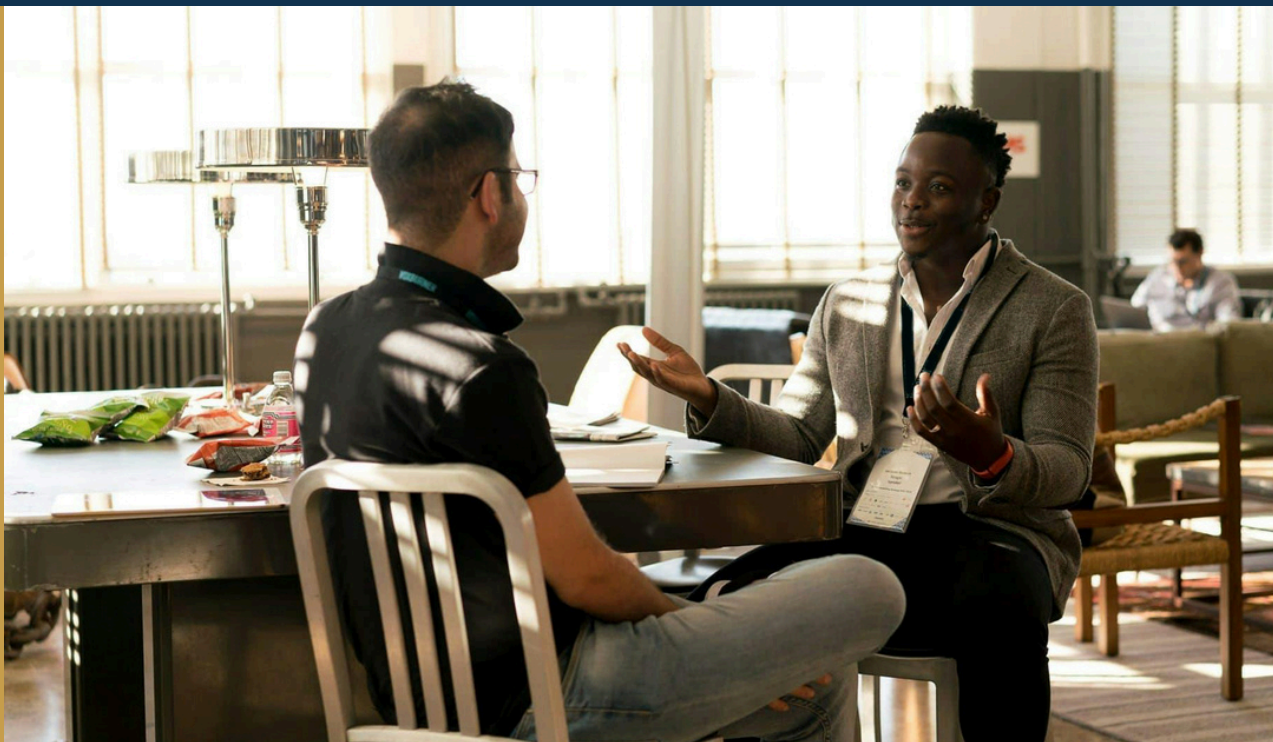
A photograph of four children playing outdoors in a grassy area with a dense green hedge in the background. From left to right: a boy in a dark blue polo shirt looking down, a boy in a blue and white checkered shirt looking up at the sky, a girl in a white sleeveless dress looking towards the camera, and a girl in a dark blue dress with white polka dots and glasses looking down at a bubble. Numerous colorful bubbles are floating in the air around the children.

**YOUR TRUSTED PARTNER
IN SOCIAL CARE
EXCELLENCE.**

REGULATORY SUCCESS & QUALITY IMPROVEMENTS

In 2025, AHLC continued to deliver strong regulatory outcomes, including:

- Supporting homes to move from **inadequate to good**, restoring compliance, leadership confidence, and quality of care.
- Delivering robust **Responsible Individual (RI) services**, ensuring strong governance and accountability.
- Supporting homes under **Ofsted monitoring** or enforcement to return to compliant, stable practice.
- Providing robust **Regulations 44 visitors**, auditing homes' practices and providing advice and guidance to improve the homes' quality of care.
- Delivering pre- and post-registration children's home residential **compliance audits**.



INNOVATION: AHLC IN-HOUSE CLIENT PORTAL

In 2025, AHLC introduced its **secure in-house client portal**, strengthening Responsible Individual oversight and quality assurance.

The portal provides a **direct, secure connection** between AHLC, providers, Registered Managers, and Directors, enabling:

- Secure storage and oversight of each home's key documentation.
- Centralised RI oversight and governance monitoring.
- Direct communication and chat to support continuous quality improvement.
- Real-time access to **Regulation 40 notifications, incidents, safeguarding matters, and positive outcomes.**
- Remote oversight of homes **anywhere in the country.**

This innovation **sets AHLC apart from other Responsible Individual services**, providing unparalleled visibility, accountability, and responsiveness.

AHLC IN-HOUSE CLIENT PORTAL



WORKFORCE & STAFFING SUPPORT FOR PROVIDERS

Throughout **2025**, AHLC successfully supported providers with **staffing their homes**, recognising that a stable and skilled workforce is critical to safe and effective care.

This included supporting providers to:

- Recruit and appoint **Registered Managers**.
- Secure **Deputy Managers**.
- Appoint **Senior Residential Support Workers and key senior staff**.

Our involvement has helped providers build compliant leadership structures, maintain staffing ratios, and prepare homes for inspection readiness and operational stability.

Looking ahead to 2026, AHLC will be **developing its own dedicated recruitment department**, further strengthening our ability to support providers with:

- End-to-end recruitment.
- Safer recruitment compliance.
- Workforce planning and sustainability.
- Long-term staffing solutions within children's residential care.

**RECRUITMENT
DEPARTMENT
COMING IN 2026**



TEAM EXPANSION & STRENGTHENED LEADERSHIP

AHLC significantly strengthened its internal leadership and delivery capacity throughout 2025 with the addition of:

- **Kay Challand** – Lead Children’s Residential Responsible Individual.
- **Marcel Reid** – Children’s Residential Responsible Individual.
- **Nigel Brown** – Regulation 44 Officer & Training and Development Manager.
- **Andrew Broady** – Social Media Marketing Executive.
- **Gaby Howell** – Director and Sales & Marketing Director.

As we reflect on the year, **AHLC would like to thank all members of staff** for their **continued commitment, professionalism, and dedication** to upholding our values and maintaining the **high standards we set for ourselves**.

INTERNAL LEADERSHIP TEAM



EXPANSION OF TRAINING & WORKFORCE DEVELOPMENT

In 2025, AHLC expanded its **training and professional development offer**, supporting:

- Residential childcare teams.
- Registered Managers and aspiring leaders.
- Providers seeking bespoke workforce development.

NIGEL BROWN

**SENIOR TRAINING
& DEVELOPMENT
CONSULTANT**





STRATEGIC BUSINESS & OPERATIONS SUPPORT FOR DIRECTORS

AHLC continued to provide **business operations and strategic support** to directors and senior leaders through:

- Group development sessions.
- One-to-one coaching and mentoring.
- On-call support.

**CONTACT US
FOR MORE
INFORMATION**



START-UP SUPPORT & PROPERTY SUITABILITY ASSESSMENTS

Throughout 2025, AHLC supported numerous start-ups through **Initial Property Suitability Assessments**, reviewing:

- Crime and safeguarding data.
- Property layout and environmental suitability.
- Local authority consultation outcomes.
- Fire service and PCSO intelligence.
- Community and neighbourhood context.

INITIAL PROPERTY SUITABILITY ASSESSMENTS



STRONG RELATIONSHIPS WITH LOCAL AUTHORITY COMMISSIONERS

AHLC continued to strengthen relationships with **local authority commissioners across the UK**, receiving consistently positive feedback on the quality and impact of our work.

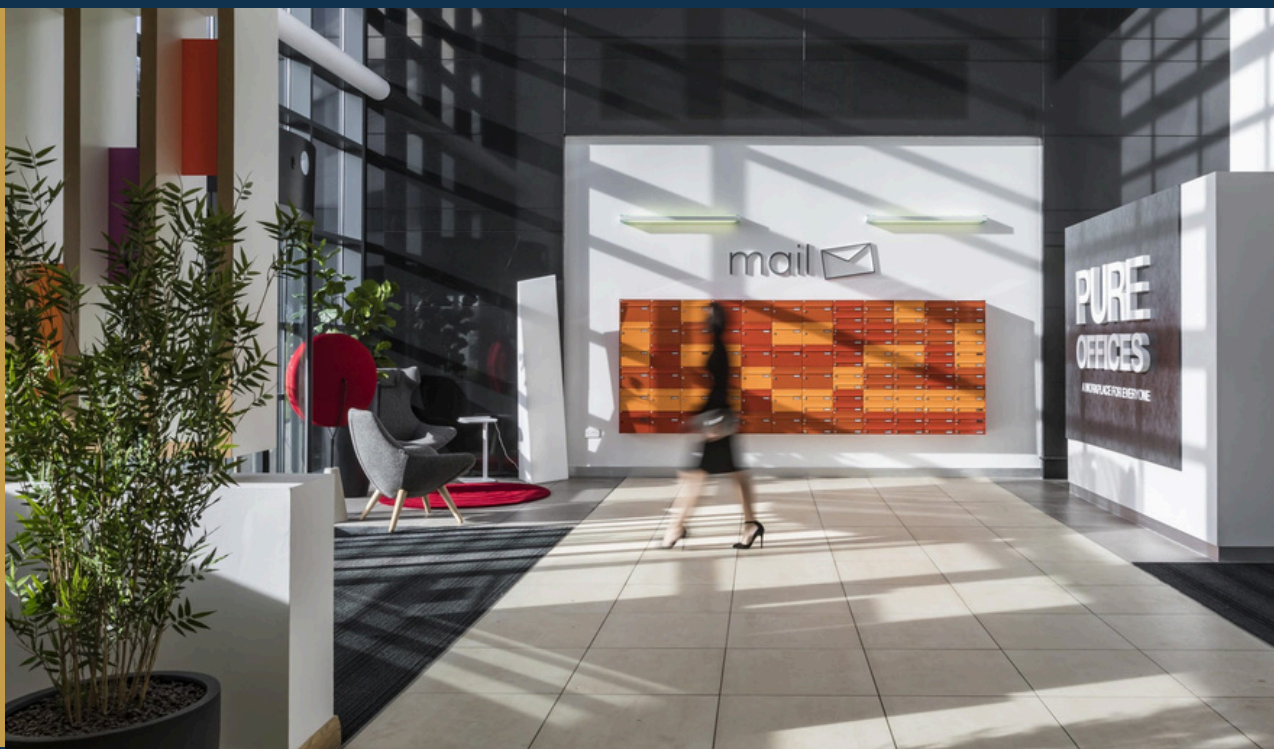
**VISIT OUR CLIENT
REVIEWS ON OUR
WEBSITE.**



☀ LOOKING AHEAD TO 2026

As we move into 2026, AHLC is focused on continued growth, innovation, and service development, including:

- Expanding regional and sector partnerships, including Level 3 and Level 4 providers.
- Continued development of training and workforce pathways.
- Further enhancement of our **Live Compliance & Learning Management System (Launching soon)**.
- Launch of a **dedicated AHLC Recruitment Department**.



FESTIVE WISHES FROM AHLIC

To all our clients, partners, and colleagues:

Thank you for your trust, collaboration, and commitment throughout 2025.
We wish you a **Merry Christmas and a Happy New Year**, and we look forward to continuing our work together in 2026.


**MERRY CHRISTMAS
AND A
HAPPY NEW YEAR!**





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