

1234430

Registered provider: Positive Pathways Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned children's home provides care and accommodation for up to three young people who have social and/or emotional difficulties and/or learning disabilities. The home's aim is to provide care in a safe, nurturing, supportive, family-type environment.

The registered manager is experienced, suitably qualified and has been registered with Ofsted since July 2016.

Inspection dates: 2 to 3 January 2019

Overall experiences and progress of children and young people, taking into account	outstanding
---	--------------------

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

The effectiveness of leaders and managers	outstanding
---	-------------

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: 12 December 2017

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/12/2017	Full	Outstanding
24/01/2017	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Young people enjoy a fantastic standard of care from staff. Young people are extremely positive about their experience of living at the home. One young person told the inspector, 'I would rate them as outstanding.' Young people are making progress in all areas of their life, and staff acknowledge and celebrate each young person's achievements.

Young people enjoy living in a well-maintained, comfortable and homely environment. The staff provide a wonderful atmosphere that is warm and welcoming. Consequently, young people thrive.

Young people develop excellent relationships with staff. As a result, young people make outstanding progress. One young person told the inspector, 'I am very happy here. Staff are brilliant, I get on with everyone, staff really care for me, I am really confident now and I have made so much progress.'

Young people feel supported and listened to. Staff are committed to making a difference and have a 'never give up' attitude. They work closely with schools and other agencies to ensure that young people have opportunities to succeed. As a result, young people make exceptional progress in their learning and are well prepared for their next move to independent living. For example, one young person has secured a part-time job. Another young person has successfully completed work experience and has taken up volunteering.

All young people have goals and are successfully working towards them. Young people recognise their own progress and are looking forward to their futures.

Staff promote physical, emotional and psychological health for each young person. All young people attend routine medical appointments, and staff work closely with each young person, professionals and carers to ensure that they meet their specific needs and that young people's lives are enhanced by their stays at the home. One social worker told the inspector that 'The young person has made tremendous progress in her placement, which will support her with her future independent living.'

Staff promote and support family contact by recognising its importance to a young person's well-being. One young person told the inspector, 'Staff take me home every weekend to see my family'. Another young person told the inspector, 'I like to go home for visits, but I want to live at the home.'

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

Staff put the welfare and safety of young people at the heart of their practice. The registered manager and all members of staff understand the risks faced by young people. Young people make good choices about how to spend their free time. As a result, there have been no 'missing from care' incidents.

There have been no safeguarding incidents, and staff have not had to use physical interventions. Both young people told the inspector that they feel safe and could name staff whom they trust and can confide in.

Young people give monthly feedback to managers and staff about the home, and consistently rate the home as excellent. Young people are supported to chair and set the agenda for their own monthly meeting to ensure that this is a forum for them to express themselves. Staff respond quickly and effectively to any disputes or issues, which in turn avoids the escalation of any conflict. The staff team promotes an honest and open culture.

Thorough selection and vetting procedures during staff recruitment help to ensure that young people are safe and also prevent unsuitable adults from working at the home. Health and safety checks are all completed in line with organisational expectations. This means that the young people enjoy a safe environment in which to live in.

The effectiveness of leaders and managers: outstanding

The registered manager has been in post since July 2016. She is suitably qualified and experienced, and provides excellent leadership. The registered manager is supported by a house manager and, together, they have strong oversight that ensures that the staff maintain excellent standards of care for young people.

Staff report that they are very well supported by the managers. They have regular supervision and reflective practice sessions that enable them to discuss the care of young people, as well as their own practice. Staff have a comprehensive and relevant range of training opportunities, including essential courses such as safeguarding and first aid. In addition, they undertake a range of training courses that are specific to individual young people's needs. This includes awareness training relating to young people who may have autistic spectrum disorder or suffer from mental ill health.

Half of the staff are suitably qualified and have a level 3 diploma in caring for young people or the equivalent. The remaining staff are enrolled on courses and are working towards completing the qualification.

The registered manager understands both the strengths and the areas for further development in the home. She continues to ensure that the home achieves its aims as set out in the statement of purpose. The registered manager scrutinises all aspects of the service to ensure that it continues to meet young people's needs.

Managers and staff work closely with other professionals and families. This close partnership working makes sure that young people's continue to move forward. Staff and managers make sure that young people's files are up to date and that recording is of the highest standard. Everything in the home is well organised and easy to access.

Staff treat all young people with dignity and respect, recognising everyone's strengths and needs. For example, programmes that support young people in moving toward independence reflect each individual's needs and take account of their unique abilities.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the difference made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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: 1234430

Provision sub-type: Children's home

Registered provider: Positive Pathways Limited

Registered provider address: 1556 Stratford Road, Hall Green, Birmingham B28 9HA

Responsible individual: Danielle Epps

Registered manager: Danielle Epps

Inspector

Debbie Holder, social care inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.gov.uk/government/organisations/ofsted.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2019