

1256660

Pathways Care Group

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home provides care for up to five children who may have learning disabilities and emotional and behavioural needs. This is one of several children's homes operated by this private provider.

There has been no registered manager since October 2021. There is a newly appointed manager of the home who has applied for registration with Ofsted.

Inspection date: 9 March 2022

This monitoring visit

This monitoring visit was undertaken to monitor the provider's compliance with the regulations following a complaint received by Ofsted.

Three children are living at the home. Two of the children have lived harmoniously together for many years and a further child moved into the home within the past year.

One child's placing local authority and other associated professionals are fully aware that the home is not able to meet the child's needs. Partner professionals are very positive about the staff. The child's placing local authority independent reviewing officer said that despite the injuries that the staff have received, the staff do not lose sight of the vulnerable child and do the best that they can. However, despite the staff's training, resilience and good intentions, they are not equipped to manage the child's highly complex behavioural, sensory and communication needs.

The home changed a communal lounge into a child's bedroom. This better met this child's needs. The child will not tolerate curtains in their bedroom, therefore the provider installed privacy screening to the windows. However, this has not been installed on all window panes and therefore it is possible for people to see into this

room. This is particularly relevant as the room is at the front of the house on a busy road and is overlooked by the houses opposite. The child has direct access to the garden from their bathroom via fire exit. As a result, the staff are unable to prevent the child from running out and around the garden naked irrespective of the weather conditions. This garden is overlooked by a number of houses. It is of concern that, on the inspector's arrival, this child's bedroom door was propped open while the child was in a state of undress. The building and day-to-day care arrangements do not promote the child's dignity.

The building has sustained damages which require repair. One child's bathroom has faeces splattered in areas over the wall and door. Several areas of the home are now locked to safeguard one child. This means that the other children are now unable to enjoy the same homely quality of accommodation as they previously did. Neither can they move about and relax in their home freely.

The poor matching of the children is having a detrimental impact on other children who live at the home. There have been a significant number of serious incidents in which the staff have experienced assaults and sustained injuries from one of the children. The staff have protected the other children from physical harm in these incidents. However, the children are distressed to see the staff they care about hurt, and they are disturbed by some of the behaviours displayed. The psychologist working with the children compared it to the children living in a domestic violence situation.

Since the last inspection, the manager has ensured that clear risk assessments and missing-from-home guidance are in place for staff to follow should a child go missing.

The staff feel valued and well supported by the new manager. He has ensured that there are consistently suitable staffing levels which can respond flexibly to unexpected events or opportunities at the home.

Some requirements set at the last inspection are restated. This is because there is either not sufficient evidence that the requirement has been met or because they were not reviewed as part of this monitoring visit.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/06/2021	Full	Requires improvement to be good
21/04/2021	Full	Inadequate
27/02/2020	Interim	Improved effectiveness
08/04/2019	Full	Good

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, 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 quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— understand and apply the home's statement of purpose; ensure that staff— treat each child with dignity and respect; ensure that the premises used for the purposes of the home are designed and furnished so as to— meet the needs of each child. (Regulation 6 (1)(a)(b) (2)(a)(b)(iii)(c)(i))	4 April 2022
The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust; an understanding about acceptable behaviour; and positive responses to other children and adults. In particular, the standard in paragraph (1) requires the registered person to ensure—	25 April 2022

that staff— meet each child’s behavioural and emotional needs, as set out in the child’s relevant plans. (Regulation 11 (1)(a)(b)(c) (2)(a)(i)) In particular, ensure that the children’s individual behaviour support plans are accurate and provide suitable guidance to staff. This requirement was made at the last inspection and is restated.	
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children’s home that— promotes their [childrens] welfare. In particular, the standard in paragraph (1) requires the registered person to— understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home. (Regulation 13 (1)(b) (2)(f))	25 April 2022
The care planning standard is that children— receive effectively planned care in or through the children’s home; and have a positive experience of arriving at or moving on from the home. In particular, the standard in paragraph (1) requires the registered person to ensure— that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home’s statement of purpose. (Regulation 14 (1)(a)(b) (2)(a))	25 April 2022
The registered person must ensure that— the privacy of children is appropriately protected;	25 April 2022

children can access all appropriate areas of the children's home's premises; and any limitation placed on a child's privacy or access to any area of the home's premises— is intended to safeguard each child accommodated in the home. (Regulation 21 (a)(b)(c)(i))	
If the Regulatory Reform (Fire Safety) Order 2005 (1) applies to the home— the registered person must ensure that the requirements of that Order and any regulations made under it, except for article 23 (duties of employees), are complied with in respect of the home. (Regulation 25 (2)(b)) In particular, ensure that staff practise night emergency evacuations and guidance is sought from the fire officer in respect of the use of the fire exit adjacent to a child's bedroom. This requirement was made at the last inspection and is restated.	25 April 2022

Recommendations

- The registered person should ensure that staff understand the importance of careful, objective and clear recording and that records management systems are effective. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.4)

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 1256660

Provision sub-type: Children's home

Registered provider: Pathways Care Group

Registered provider address: Minton Place, Victoria Street, Windsor SL4 1EG

Responsible individual: Olubunmi Fabusuyi

Registered manager: Post vacant

Inspector

Joanna Heller, social care inspector

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