

1270002

Registered provider: Garway Young People Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately run children's home is registered to offer care and accommodation for up to two young people who may have social, emotional and behavioural difficulties and/or mild learning disabilities.

Inspection dates: 10 to 11 April 2019

Overall experiences and progress of children and young people, taking into account **good**

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

The effectiveness of leaders and managers **good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 30 October 2018

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/10/2018	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 registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only— employ an individual to work at the children's home; if the individual satisfies the requirements in paragraph (3). The requirements are that— the individual is of integrity and good character; the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; the individual is mentally and physically fit for the purpose of the work that the individual is to perform; and full and satisfactory information is available in relation to the individual in respect of each of the matters in schedule 2. (Regulation 32(1)(2)(a)(3))	30/05/2019
The registered person must maintain records ('case records') for each child which— include the information and documents listed in Schedule 3 in relation to each child: are kept up to date and are signed and dated by the author of each entry. (Regulation 36(1)(a)(b)(c)) In particular, ensure that the detail of health-related matters for each young person are adequately recorded and that risk assessments differentiate between what risks are current or historical and how risk has reduced over time.	30/05/2019

Recommendations

- The information set out in the statement of purpose is an essential part of the process of agreement between the registered person and the placing authority that a placement in the home is the right one for that child, and that the home will be able to respond effectively to the child's assessed needs. Ofsted should be provided with a copy of the statement of purpose as and when it is updated. ('Guide to the children's homes regulations including the quality standards', page 15, paragraph 3.6)

Inspection judgements

Overall experiences and progress of children and young people: good

The good quality of care provided to young people is making a positive difference in their lives. The responsible individual and staff have high aspirations for young people and strive to ensure that they provide the best quality of care to meet young people's needs. The young people have positive experiences and make good progress in all areas of their lives, resulting in improved outcomes. A social worker said, 'The responsible individual and staff have done "wonders" with the young person.'

One young person has moved into the home since the last inspection. The planning and preparation for his transition into the home were very thorough. The young person was able to meet the responsible individual and talk to the staff and the young person who was already living at the home prior to him moving in. Full and detailed information was gathered to inform the impact risk assessment before a decision was made as to whether the needs of both young people could be met. As a result of the carefully considered approach, the young person has settled well into the home, his needs are being met and the young people are matched well.

The responsible individual and staff prioritise the young people's education needs. Before moving into the home, both young people struggled to engage and progress in education. However, because of the clear and structured routines and support and encouragement from the home's staff, they both now enjoy attending education. The level of communication between the home and school is good and ensures that there is a shared understanding of each young person's needs, targets and progress. As a result, education outcomes have improved for both young people.

Young people's health and well-being needs are well met. Routine and specialist health appointments are attended as necessary. The responsible individual takes action to ensure that medication is reviewed when necessary to ensure that the correct medication is prescribed for young people. Furthermore, the responsible individual has liaised with the child and adolescent mental health services to arrange regular appointments and therapy to support young people when needed. However, the young people's health needs are not consistently recorded in their healthcare plans to reflect the positive work being undertaken.

The responsible individual and staff have a good knowledge and understanding of the needs, progress and plans for each young person. However, placement plans do not demonstrate this. Placement plans lack sufficient information about the specific needs of the young people, and the strategies and other support that are needed to meet their needs. Furthermore, placement plans do not show the progress that the young people have made from their starting points or the targets and planned outcomes towards which they are working.

Staff support young people well to maintain a strong sense of identity. Contact with family members is promoted and managed in young people's best interests. The responsible individual has strived to progress contact for one young person with family members that he has not had contact with for some time. Family members visit the home, engage in social and recreational activities and celebrate special occasions together. As a result, young people spend quality time and maintain and develop relationships with those who are important to them.

The relationships between staff and young people are trusting and nurturing. Staff spend a considerable amount of time with young people and they enjoy undertaking many activities together. One young person spoke to the inspector about the wide range of activities he has participated in since moving into the home, such as visits to the fairground, the zoo, parks, golf, trekking up mountains, go-karting and going to the cinema. Regular key-work sessions take place that are targeted to the individual needs of the young people. A young person was supported to learn to ride a bicycle and received a bicycle as a Christmas present. This was something he had wanted for a long time and demonstrates that the staff listen and respond to the young people's wishes whenever possible.

The home environment is warm, welcoming and nurturing. Home improvements are continually made to ensure that the environment is very much like any family home. Young people are supported to undertake daily chores and to keep their bedrooms clean and tidy. This approach has encouraged their sense of belonging and has developed their independence skills.

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

Safeguarding practice at the home is good and helps to keep the young people safe from harm. The responsible individual and staff have a good understanding of the individual risks to young people. Young people say that they feel safe and that staff do all that they can to help and protect them.

The individual risks to young people have significantly reduced since they moved into the home. For example, one young person, who has a history of going missing from home and placing himself at risk of child exploitation, has not been missing since he moved into the home. Another young person no longer regularly drinks alcohol despite this previously being a significant issue of concern.

Risk assessments for young people include details of the risks that they face and the

strategies in place to manage and reduce them. However, the risk assessments do not differentiate between what risks are current or historical, or how the risk has reduced. Although this has not compromised how well the young people are safeguarded, it has the potential to do so.

Behaviour is well managed, and the use of rewards and incentives encourages positive behaviour and good relationships in the home. The responsible individual and staff focus on acknowledging positive behaviours and helping the young people to turn negative responses into positive behaviour. This approach means that the home is settled, with young people being able to regulate their own behaviour and emotions more effectively.

Young people can identify a trusted member of staff who they can talk to about any concerns. Young people also know how to make a complaint and are confident to do so, if necessary. However, they stated that they have not felt the need to complain as they are happy and settled at the home. Young people spoke about feeling supported, valued and listened to by the responsible individual and staff. A young person said, 'I am happy with how the house is run. Staff help me and help me to go to school. They listen to me, praise me and keep me safe.'

The effectiveness of leaders and managers: good

Since the last inspection, the registered manager has resigned from her post. In the interim, the responsible individual has taken over the day-to-day management of the home. The responsible individual is motivated and enthusiastic and has developed good relationships with the young people, staff and stakeholders. The responsible individual is extremely supportive to the members of the staff team, who feel valued and more relaxed and confident. As a result, staff performance, practice and the quality of care provided to the young people have improved.

Staff receive regular supervision that enables them to reflect on their practice and the needs of the young people. The continuous professional development of staff is a priority for the responsible individual, and she ensures that staff receive regular training and development opportunities. Regular team meetings allow the responsible individual and staff the opportunity to discuss good practice, and to share information from training and research, which enhances their knowledge and skills.

Good monitoring and review systems help the responsible individual to identify the strengths and weaknesses of the home and the staff team. Action is quickly taken to address shortfalls identified and to build on the home's strengths. The responsible individual has a clear development plan for the home and staff team to ensure the continuous improvement of the home. Although a number of the members of the staff team do not have the relevant qualification, they are all now enrolled to complete this.

The responsible individual has improved the information obtained during the recruitment of new staff after shortfalls were identified through the independent monitoring of the home. Gaps in employment history have been explored and correct employment history dates have been obtained. However, there continue to be some shortfalls in the safe

recruitment of staff. For example, there was no evidence of proof of address or photo identification for a new member of staff and some references and verification lack sufficient detail about the applicant. The shortfalls in the safe recruitment of staff could potentially place young people at risk if unsuitable staff were employed.

The home's statement of purpose includes child-focused information about the home's ethos and aims and objectives. The information relating to the experience and qualifications of the responsible individual and staff are up to date. However, the updated statement of purpose has not been sent to Ofsted in line with regulation.

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 differences 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: 1270002

Provision sub-type: children's home

Registered provider: Garway Young People Limited

Registered provider address: 8 Heyden Close, Halewood, Liverpool, Merseyside L26 9SD

Responsible individual: Samantha Hill

Registered manager: post vacant

Inspector

Lisa Mulcahy, 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 children looked after, 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 <http://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 <http://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: <http://www.gov.uk/ofsted>

© Crown copyright 2019