

1270002

Registered provider: Garway Young People Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately operated home. It is registered to provide support and care for up to two children.

The manager registered with Ofsted in January 2020.

Inspection dates: 10 and 11 January 2024

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 7 September 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/09/2022	Full	Good
11/01/2022	Full	Good
10/04/2019	Full	Good
30/10/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of the inspection, a child had moved out of the home in December and one child was living at the home. The child said that they are happy living in the home. The environment is cosy and homely, and the manager and staff create a family feel for the child. A child said that the house 'feels like a home, staff speak to you like normal and not like a care kid'.

A stable and diverse staff team is employed to meet the needs of the child who is due to move to semi-independent living. Staff are working with the child on an independence programme. The child has enthusiastically engaged in the programme and talked proudly about new skills they have learnt in budgeting. This helps the child to prepare for when they eventually leave the home to live independently and to be prepared for their future. The child's social worker said, 'The support they have given is second to none. With the progress made by my child, I would not hesitate to place another child here.'

Staff have a very good understanding of the child's needs. Thorough care planning and positive risk management help staff to provide very good care and support. The child can make choices and express their preferences. The child is aware of, and is involved in, the plans about their care.

The child has made very good progress in every aspect of their life. For example, the child was previously placed at high risk of harm due to persistent missing-from-home episodes. This behaviour has decreased significantly. A social worker said, 'It cannot be underestimated the enormous achievement that has been made in risk reduction, it's a credit to both [the child] and the staff team.'

The child has been supported by the manager and staff team to apply for and successfully gain a full-time job. This has given the child a sense of purpose and pride. The manager and staff have encouraged the child to continue with their college course to ensure that they have informed choices for their future employment.

The child lives in an environment which embodies that of a positive family home. Managers and staff deliver care with both passion and compassion. The child said, 'They [the staff] have helped me get to where I am today. I would have said a year ago that I wouldn't be in such a good place, but I am, because of them.'

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

The child is kept safe, and they feel safe. Risk management plans for the child are detailed and accurate. They contain clear directions for staff to follow to reduce risk. Incidents at the home are minimal, as are incidents of physically holding the child.

When these incidents do occur, staff take swift action to ensure the safety of the child.

When complaints are made, leaders and managers respond effectively. Children are listened to and leaders and managers take action to protect them. External agencies are informed, and advice is sought and followed. Decisions are made in appropriate timescales and follow-up actions are completed. These actions promote children's safety and well-being.

Detailed care plans give a real sense of the child's character. Staff share these plans with social workers to aid their understanding of the child and inform plans for the child. On occasions, records are written in a way that would not be useful for the child if they wanted to read them now or in the future. This detracts from the child-centred approach the manager and staff strive for.

Staff consistently promote and reward the child's positive behaviour. Staff use effective de-escalation techniques and creative strategies to promote positive behaviour, such as distraction and humour, which is well received by the child. This provides a nurturing environment for the child.

Recruitment procedures are thorough. Leaders and managers carefully recruit and select staff who are suitable to care for children and keep children safe.

The effectiveness of leaders and managers: good

The manager is tenacious and dedicated. She leads by example and develops her own practice through research and learning. She has high aspirations for the child and staff and is inspirational. As a result, every aspect of the home is focused on the needs of the child.

The registered manager promotes a positive culture in the home. She is focused on the needs of the child and supports a reflective and learning environment for the team and the child. She understands the service's strengths and areas for development. She has a development plan that focuses on improving the care for the child.

Staff work hard to have a positive relationship with the people who are important to the child. A social worker told the inspector that communication from staff is good and that staff keep them updated about their child's progress.

Staff morale is high. Staff who were spoken to were very positive about the support they receive from the manager, feeling well supported, valued and equipped to fulfil their roles. However, some staff do not receive regular supervision. This is a missed opportunity to develop their practice.

Management oversight is comprehensive. Records are monitored regularly by the manager, with meaningful evaluation and comment. Internal and external monitoring systems are used to review the children's progress. There are regular

visits to the home by an independent person, which provide effective external oversight of the running of the home. When weaknesses are identified, managers use this as a learning opportunity. This means that managers demonstrate a desire to improve practice.

What does the children's home need to do to improve?

Statutory requirement

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, The 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 ensure that all employees receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(b)) In particular, the registered person must ensure that all staff receive supervision regularly.	1 March 2024

Recommendation

- The registered person should ensure that staff understand the importance of careful, objective and clear recording, and record information in a way which is helpful for a child to understand now or in the future. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.4)

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, 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: 23 Immingham Drive, Liverpool L19 2HB

Responsible individual: Julie Collins

Registered manager: Samantha Hill

Inspector

Elaine Allison, Social Care Inspector

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