

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.

The home was registered in May 2018.

Inspection dates: 30 to 31 October 2018

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: first inspection

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
First inspection		

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 ensure that all employees receive practice-related supervision by a person with appropriate experience. (Regulation 33(4)(b))	28/12/2018
The registered person must ensure that an independent person visits the children's home at least once each month. (Regulation 44(1))	28/12/2018

Recommendations

- For children's homes to be nurturing and supportive environments that meet the needs of their children, they will, in most cases, be homely, domestic environments. Homes should seek as far as possible to maintain a domestic rather than 'institutional' impression. ('Guide to the children's homes regulations including the quality standards', page 15, paragraph 3.9)
- The registered person should support staff to gain the skills and experience that enable them to actively support each child to achieve their potential ('Guide to the children's homes regulations including the quality standards', page 52, paragraph 10.5). In particular, the registered person should ensure that regular staff meetings take place.
- Records must be kept detailing all individual incidents when children go missing from the home ('Guide to the children's homes regulations including the quality standards', page 46, paragraph 9.31). In particular, the records must include accurate information relating to any missing-from-home episodes.

Inspection judgements

Overall experiences and progress of children and young people: good

The young person currently living at the home moved in shortly after it was registered with Ofsted and he has made good progress in all areas of his life since then. The hard work and commitment of the managers, the staff and the young person himself have contributed to the young person's positive experience and good progress.

The planning and preparation for the young person's move into the home were thorough and focused on the young person's needs. This helped the young person to have a smooth transition into the home. The transition was innovative, as arrangements were made for staff who were caring for the young person at another setting to continue to care for him alongside staff from this home for a period of two weeks after the young person had moved into the home. This ensured that the young person received a consistent level of care during his transition. Furthermore, one of these members of staff now works at the home on a permanent basis because he has such a positive relationship with the young person, and a proactive approach to supporting the young person.

The manager and staff prioritise the education needs of the young person. Prior to moving into the home, the young person had not been regularly attending education. The manager and staff spent time with the young person to raise his awareness and understanding of the importance of education. The manager and staff liaised with education providers effectively to ensure that the young person's educational needs were met. Consequently, the young person is now engaging in a college course and is making good progress. Furthermore, the young person now has plans and aspirations for his future.

Relationships between the young person and staff are trusting and nurturing. The young person knows that the staff care about him and this makes him feel valued. Consultation with the young person is a strength, with his input being sought in all aspects of the work undertaken. The young person is very happy and settled, and told inspectors that he might 'rent' his bedroom from the home when he is 18 years old, so he can stay. This view confirms that he is settled and feels very much 'at home'.

The manager and staff have a good understanding of the young person's health and development needs. They support and encourage the young person to have a healthy lifestyle by limiting fast food and energy drinks. Furthermore, the young person is a member of the local gym and boxing club, which promotes his health and well-being as well as positive social interaction with peers.

Family contact has been inconsistent for some time. The manager and staff have liaised effectively with the local authority, the young person's parents and the young person to try to establish consistent and safe family contact for the young person. There has been some progress made with contact and it is anticipated that this will continue.

The home is nicely decorated and furnished, and generally offers a warm, welcoming and comfortable environment. The young person's bedroom is clean and tidy, and he is planning on having his bedroom decorated with custom-made wallpaper. However, there are fire notices, key coding for locks and writing on the internal doors around the home. Furthermore, the window in the staff bedroom was dirty and the curtain rail is broken. These issues are detracting from the homeliness of the environment.

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

Good safeguarding practice has contributed to the reduction in risk to the young person, and helps to keep him safe from harm. The young person feels safe and he knows that the staff do all that they can to help and protect him.

Staff help the young person to understand risk and to keep himself safe from harm. There is a detailed risk assessment for the young person that specifies the current risks and the strategies for managing them. The risk assessment is regularly updated, and demonstrates the changes and reduction in risk for the young person and the progress that he is making. The young person was subject to a deprivation of liberty order when he moved into the home. Due to the significant reduction in risk and the progress the young person has made, the order is no longer in place.

Behaviour management is good and promotes positive behaviour from the young person. Rewards and incentives encourage the young person's positive behaviour and engagement. Sanctions are fair and restorative, and help the young person to change negative and unsafe behaviour for the better. Consequently, the young person is more settled and generally presents with positive and safe behaviour.

There has been a significant reduction in the number of missing-from-home episodes for the young person since he moved into the home. When the young person is missing from home, the registered manager and staff do their utmost to ensure his prompt and safe return home. The missing-from-home procedures ensure that the young person receives an independent return home interview to allow him to talk about the reasons why he was missing, and the risks that he may have been exposed to while away from home. However, one missing-from-home record contains significant recording errors which could impact on the young person receiving the most appropriate help and support when he has been missing from home.

The manager and staff regularly consult with safeguarding professionals and the young person to gather information that assists them in keeping the home's location risk assessment up to date and current. The location risk assessment is detailed and evaluative, and sets out all of the known and anticipated risks in the community. The strategies in place for managing the risks are clear to the staff and the young person. This helps to keep the young person safe from harm when he is out in the community.

The effectiveness of leaders and managers: good

The home is led and managed by an experienced and suitably qualified manager. She has high aspirations for the young person living at the home, and ensures that he is provided with a good quality of care. Staff feel valued and supported by the registered manager and the responsible individual. Consequently, outcomes for the young person are good.

Recruitment practice at the home is safe and results in only the most suitable staff working at the home. All staff either have their level 3 qualification or are working towards it. Staff benefit from regular training and development opportunities to further

enhance their knowledge and skills. Team meetings enable staff to discuss and reflect on the needs of and plans for the young person. However, team meetings have not taken place each month, in line with the home's set timescales.

The arrangements in place for the supervision of staff, the registered manager and the responsible individual need to be strengthened. Records of staff supervision lack the detail to demonstrate that supervision is reflective, and that it focuses on the young person's experiences, needs and plans. There are no records of supervision for the registered manager being completed by an independent person. This does not help to sufficiently support or monitor the professional development of the manager or the staff. Although this has not yet had an adverse impact, it has the potential to do so if it continues.

Monitoring and review systems help the registered manager to identify the strengths and weaknesses of the home. She takes effective action to adequately address any shortfalls identified, so as to improve practice, the quality of care and the outcomes for the young person. However, the monthly independent monitoring visits have not taken place every month, as required by regulation. Fortunately, the inconsistent independent monitoring has not impacted on the quality of care or outcomes for the young person.

Professionals reported that they have positive relationships with the home. An education professional said, 'The manager and staff are responsive and provide the young person with really good care.' Records confirm that staff have regular contact with professionals to share information about the young person, which promotes partnership working.

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 Heydon Close, Halewood, Liverpool, Merseyside L26 9SD

Responsible individual: Samantha Hill

Registered manager: Katherine Walsh

Inspectors

Lisa Mulcahy: social care inspector

Chris Scully: social care inspector

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