

1277045

Registered provider: Pathway Care Solutions Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home provides care for up to four children who may experience social and/or emotional difficulties and/or learning difficulties. It is part of a large organisation.

An acting manager is in post, who is not yet registered with Ofsted.

Inspection dates: 21 and 22 September 2022

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: 12 October 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/10/2021	Full	Good
07/11/2019	Interim	Improved effectiveness
11/06/2019	Full	Requires improvement to be good
05/03/2019	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, two children have moved on, and two children have arrived to live in the home.

The manager and staff have created a warm and welcoming home for the children. The layout of the home and gardens has been remodelled to meet the children's individual needs and to carry out different activities with them.

Staff helped two children to move on from the home. They supported one child to develop sufficient skills and confidence to move to independent living. Staff worked with professionals to help the other child to move to a new home. Staff gave each child a book of positive memories and photos of their time together. Since leaving, both children have kept in contact with staff.

One child who lives in the home has made significant progress in several areas of his life. He is in full-time education. Staff work closely with his school to help him to develop his language skills and make his own choices. The manager and staff encourage the child to join in activities and to try new things. For example, staff regularly take the child swimming, and they have recently built a climbing wall for him in the home.

Recently, the manager and staff sensitively introduced another child to the home. They visited the child and learned about her routine and favourite foods before her arrival. They arranged her education at the same school as the other child. Staff helped to prepare the other child for the new child's arrival. They spent time and created storybooks with the other child to work at his pace. This helped the children to have a positive and friendly start to their relationship.

The manager and staff continue to develop their own skills to meet the high aspirations that they have for the children's futures.

Staff explore creative ways to keep in touch with families when visits cannot take place in person. They build relationships with the children's families where it is safe to do so.

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

Leaders and managers have reviewed the process for placing a child in the home to make sure that staff can support the children's needs. This approach has led to the successful placement of the current children. There has been a significant reduction in the number of incidents, missing-from-care episodes and restraint episodes reported. There have been no complaints recorded.

The manager understands the risks relating to the children. She accepts that staff cannot always meet a child's needs where it puts children and staff at risk of harm. This has led to one child's placement ending in a planned way to meet his needs.

Staff are alert to any change in the children's behaviour. The manager and staff make sure that consistent routines are in place so that the children feel safe. Staff work with other agencies to ensure that there is a common approach to boundaries. For example, children have structure and receive a similar response to their behaviour at home and at school.

Staff are confident to expose children to manageable risks to help build their resilience and independence skills. For example, the layout of the home enables the children to play separately if they wish, and to have some independent time to manage their emotions.

The manager and staff learn from safeguarding incidents. They identify thresholds of harm and carry out internal reviews which are overseen by external professionals. This approach reduces risks to the children effectively and improves practice.

The effectiveness of leaders and managers: good

Over the last year, leaders, managers and staff have changed in the organisation. However, the current manager has remained working in the home and is applying to be registered with Ofsted. The manager has a clear vision for the home's development and now has a stable team of staff in place to help her.

Leaders support the manager to undertake her role. They understand the main areas of strength and weakness in the home, which are now set out in a clear development plan to support high standards of care for the children.

Staff are settled in the home. They support each other and receive relevant and timely training to better meet the children's needs. Managers are good role models for staff and provide reflective guidance to help staff care for the children.

Leaders encourage managers to visit outstanding children's homes to share good practice. Managers work with other professionals and invite independent scrutiny to improve practice.

Managers accept that there are elements of the children's care planning that require further work. This is to ensure that the children's voice is clearly recorded, their needs are set out and that staff are directed in how to meet needs. In addition, further work is required to create a statement of purpose which is individual to this home.

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 leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose. (Regulation 13 (1)(a)(b) (2)(a)) In particular, ensure that the statement of purpose reflects the care provided at the home.	14 October 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 each child's relevant plans are followed. (Regulation 14 (1)(a)(b) (2)(c)) In particular, ensure that managers keep personal plans up to date and anticipate the action required to meet the children's needs.	28 October 2022

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: 1277045

Provision sub-type: Children's home

Registered provider: Pathway Care Solutions Limited

Registered provider address: Atria, Spa Road, Bolton BL1 4AG

Responsible individual: Samantha Choules

Registered manager: Post vacant

Inspector

Justine Hosking, Social Care Inspector

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