

# 2794802

Registered provider: Positive Independence Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is operated by a private provider. It is registered to care for up to two children who may require support with social and emotional difficulties.

The manager registered with Ofsted in August 2024.

At the time of the inspection, two children were living at the home.

### Inspection dates: 1 and 2 October 2025

|                                                                                           |                    |
|-------------------------------------------------------------------------------------------|--------------------|
| <b>Overall experiences and progress of children and young people, taking into account</b> | <b>outstanding</b> |
|-------------------------------------------------------------------------------------------|--------------------|

|                                                             |      |
|-------------------------------------------------------------|------|
| How well children and young people are helped and protected | good |
|-------------------------------------------------------------|------|

|                                           |             |
|-------------------------------------------|-------------|
| The effectiveness of leaders and managers | outstanding |
|-------------------------------------------|-------------|

The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

**Date of last inspection:** 13 November 2024

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|----------------------|
| 13/11/2024      | Full            | Good                 |

## Inspection judgements

### **Overall experiences and progress of children and young people: outstanding**

Children live in a warm and nurturing home. Staff take pride in creating an environment that reflects a family setting, where children feel safe, cared for, and valued. The atmosphere is calm and welcoming, and the consistent care provided by staff helps children feel secure and supported in their day-to-day lives.

One child has continued to make excellent progress across all areas of their development. Through building strong and positive relationships with staff, the child has enjoyed regular opportunities to try new experiences, which have helped boost their confidence and self-esteem. Staff have empowered the child to take measured risks, supporting the development of independence and autonomy.

A child who had previously been withdrawn and reluctant to engage with others has made significant progress. This is due to the consistent, patient, and nurturing approach of the staff team. Over the summer period, the child began to respond positively to the care and support provided, gradually building trusting relationships with staff. This progress led to the child going on holiday and engaging in activities they had previously declined. This demonstrates the staff's commitment to meeting children's needs through flexible and responsive care, at a pace which suits the child.

Staff demonstrate a strong commitment to promoting education. They have worked hard to support a child to re-engage with education following a prolonged period of instability. The progress made by the child prior to the summer term represents a significant and positive step forward, reflecting the effectiveness of the support provided. Another child is attending full-time education and making excellent progress. This success is underpinned by robust and consistent communication between the care team and school.

Incentives and rewards are effectively used to encourage positive behaviour and good choices. The expectations for earning these are relative to the individual child's needs and experiences. This personalised approach has contributed to the successful implementation of consistent boundaries across the home. One child has made notable progress in understanding and accepting boundaries, which has enabled them to enjoy time on their devices in a safe and appropriate manner.

The staff team demonstrate patience and empathy when working with children's families. Their commitment to building positive relationships has been recognised by parents, with one describing the staff as 'superheroes' in appreciation of their ongoing dedication to her child. Where concerns have been raised by another parent who approached the manager with issues, these have been addressed sensitively and effectively, without the need for a formal complaint.

One child has made good progress in developing their personal hygiene and self-care skills. Staff have taken a proactive and nurturing approach, using everyday routines as opportunities for learning. For example, they supported the child in improving their oral hygiene by turning toothbrushing into a shared and guided experience. Additionally, during a visit to a local swimming pool, staff sensitively demonstrated the steps involved in effective personal hygiene, helping the child to understand and replicate these routines. As a result, the child is now developing greater independence and confidence in managing their own self-care.

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

Staff have completed a bespoke training programme 'Neurodiversity and Trauma-Informed Practice' commissioned by the manager through an external provider. With the manager's input, the course was designed to reflect the unique needs and experiences of the children living in the home. This training has enhanced staff's understanding of neurodiversity and trauma, providing them with deeper insight and practical strategies to deliver high-quality care. As a result, staff are better prepared to meet the complex needs of the children.

Staff know the children well, which enables them to respond to behaviours with sensitivity and insight. This understanding has contributed to incidents being well managed and effectively de-escalated. On one occasion, a physical intervention was necessary after verbal de-escalation strategies were unsuccessful. Staff responded appropriately and in line with the home's behaviour management policy, ensuring the child's safety and welfare remained the priority.

One child is currently using cannabis. Staff have taken proactive steps to address this behaviour by engaging the child in open and supportive conversations about the associated risks. Room searches have been conducted in line with safeguarding procedures to ensure any substances or paraphernalia are safely removed. However, the child's risk assessment does not currently include a clear and detailed safety plan outlining how staff should respond when the child is under the influence of substances. This gap has led to some inconsistencies in the management of such incidents.

Children are encouraged and supported to maintain positive relationships with their families. Staff carefully assess and monitor the risks associated with family time, ensuring that any concerns are promptly shared with the placing authorities. In one instance, the manager raised concerns about the impact of an unstructured family time arrangement on a child's well-being. As a result, the child's social worker reviewed and reassessed the arrangements to ensure they were safe and in the child's best interests.

### **The effectiveness of leaders and managers: outstanding**

The manager is an inspirational leader. He sets high expectations for his team and supports them in delivering an excellent standard of care to the children. He leads by example and his motivation for children to thrive is embedded within the home.

Staff feel well supported and empowered under his leadership, which contributes to a consistent and nurturing environment for the children.

The manager is ambitious for his team, seeking ways to improve and build on staff development. For example, he has recently commissioned a training provider to produce a leadership programme for the deputy manager and team leader to be completed alongside their mandatory qualifications. This demonstrates the high standard of care both the manager and team are committed to delivering.

The manager has embraced the strengths of his team and drawn on their skills to support with the continuous development of the home. By delegating responsibilities appropriately, he ensures that operational tasks are managed efficiently while maintaining his focus on the oversight of the service. He remains up to date with current research and sector developments, using this knowledge to inform his practice and share learning with the wider team.

Staff receive regular and effective supervision, which provides valuable opportunities for reflection on their practice and professional development. In addition, fortnightly team meetings are well attended and highly valued by the staff team. These meetings offer a consistent space for sharing information about the children, discussing best practices, and strengthening team dynamics. This support contributes to the stability of the staff team and the sense of satisfaction and reward they experience in their roles.

The feedback from professionals who work with the staff and children is unanimously positive. The clear and effective communication between staff and external professionals plays a key role in supporting children to thrive and make good progress. This collaborative approach ensures that the needs of the children are consistently met, contributing to their overall well-being and development.

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

### **Recommendation**

- The registered person should ensure staff continually and actively assess the risks to each child and the arrangements in place to protect them. Where there are safeguarding concerns for a child, their placement plan, agreed between the home and their placing authority, must include details of the steps the home will take to manage any assessed risks on a day-to-day basis. ('Guide to the Children's Homes Regulations, including the quality standards', page 42, paragraph 9.5)

### **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:** 2794802

**Provision sub-type:** Children's home

**Registered provider:** Positive Independence Limited

**Registered provider address:** Northgate Business Centre, North Gate, Newark NG24 1EZ

**Responsible individual:** Daniel Yates

**Registered manager:** David Harris

## Inspector

Kayleigh Spinks, Social Care Inspector

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