

# 2819274

Registered provider: Positive Independence Ltd

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This setting is operated by a private provider. It comprises two properties, caring for up to four children who may require support with emotional or social difficulties.

The manager registered with Ofsted in May 2024.

At the time of this inspection, three children were living in the two homes. Two children were spoken to as part of the inspection.

The inspection started on 4 August 2025. It was paused in line with [Ofsted inspections and visits: deferring, pausing and gathering additional evidence](#) policy. Inspectors returned on 11 August 2025 to complete the inspection.

### Inspection dates: 4, 11 and 12 August 2025

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

|                                                             |      |
|-------------------------------------------------------------|------|
| 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:** not previously inspected

**Overall judgement at last inspection:** not applicable

**Enforcement action since last inspection:** not applicable

## Inspection judgements

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

The two homes that comprise the setting are well maintained and cared for by the staff. Both homes are decorated and furnished to a high standard, and personal touches, such as photos of children, their families and staff, make them feel like family homes. Staff create a positive environment for children to live in, with laughter and genuine care for children's well-being. Children respond positively to this because it is authentic and consistent across both the homes.

Children's needs are prioritised above the need for additional children to move in. Children are allowed time to settle into a home before new admissions are considered. There is no time limit to this afforded by the provider. Where children do live together, the impact they might have on each other has been carefully considered. Children are building positive sibling-like relationships with each other, because staff support them to share positive experiences.

Children have the opportunity to attend school or an alternative provision. Where children do not access education, staff continually explore options for them and encourage engagement in education. Older children have been supported to find part-time work to build their self-esteem and offer new opportunities for their next steps towards independence.

Children are supported to see their families where this is agreed as safe and in the best interests of the child. Staff build positive and respectful relationships with family members because they know this is important to children. Staff guide and support children to navigate the impact of challenging relationships they might have with family.

Staff have built open and trusting relationships with children. Children enjoy spending time in the company of the staff. This means children are comfortable having meaningful discussions about a range of subjects relating to their lives. Conversations are frequent and well planned as well as being reactive to children's changing needs. Children's wishes, feelings and opinions are regularly sought by the staff and responded to.

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

Staff understand the risks that children can sometimes present with. Children have robust and effective safety plans and staff know the plans and how to respond to incidents or concerns. However, one child's safety plan was not up to date and did not reflect what staff have learned about how to manage allegations.

The manager promotes a culture of educating children to make safer choices through guidance and care. Children are trusted to take age-appropriate risks rather than using restriction to reduce harm. Staff are consistent in implementing appropriate boundaries for children where this has been lacking in previous care settings. All the children are

making progress with how they process their emotions through behaviours or when they are in crisis. One child said: 'I used to be rewarded when I behaved poorly but the staff have helped me see a different way to react.'

Staff respond to concerns about drug and alcohol misuse by first understanding and accepting the child's past experiences. Staff adopt an honest and trusting approach to talking to children about substance misuse. Children respond positively to this because they know that staff genuinely worry for their welfare. Specialist services are involved to help children make safer choices. The staff are part of a wider network of professionals whom they consult regularly regarding how to reduce children's risk. The approach from the staff team has been praised by professionals. One said: 'I feel that the outcome may have been catastrophic had [name of child] not moved to the home.'

The response to children who may go missing is effective. Children's plans and protocols are clear and up to date. Staff know what is required when responding to concerns. Staff work collaboratively and effectively with external professionals to locate children or be assured of their welfare.

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

The homes are led by an experienced and committed manager who is registered with Ofsted. The manager is developing a new, and for the most part inexperienced team. The manager focuses strongly on the character of staff when recruiting. Individuals are selected by identifying strengths in their passion for supporting children and making a difference to their lives. The manager is a strong role model for staff gaining the skills and experience required.

Although the leadership team demonstrates safe recruitment practice, there are gaps in some of the required checks for new employees. Some employment gaps and individual circumstances for new employees were not fully explored before staff were able to start their employment. However, this has not impacted on children.

Staff feel well supported by the manager and team leaders. Staff receive regular and effective supervision as well as regular opportunities to meet as a team. Staff feel that meetings are effective and that their input and opinions matter. Staff are encouraged to speak their minds and to share thinking, and leaders are effective in nurturing their input to develop ideas that help children to make progress.

Professionals offered positive feedback about the homes. All those spoken to said that they feel the homes are the best place that children could be living. Professionals all feel that staff provide a high level of professionalism, care and commitment to the children that they look after. Children are making significant progress from their starting points because of the team's commitment and the manager's leadership.

The manager receives effective support from the responsible individual and the director of the provider organisation. They trust the manager and have faith in their leadership.

The manager also has peer support from other managers in the organisation, and they meet regularly to share practice and development ideas. The training of staff is effective, and the leadership team is improving the programme of more bespoke training to meet children's specific needs.

## 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        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| <p>The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety.</p> <p>The registered person may only—</p> <p>employ an individual to work at the children's home; or</p> <p>if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3).</p> <p>The requirements are that—</p> <p>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2.</p> <p>(Regulation 32 (1) (2)(a)(b) (3)(d))</p> <p>This specifically relates to references being verified before individuals start employment and employment gaps and health issues being explored.</p> | 13 October 2025 |

### Recommendation

- The registered person should ensure that 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:** 2819274

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

**Registered provider:** Positive Independence Ltd

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

**Responsible individual:** Daniel Yates

**Registered manager:** Emma Hempsall

## Inspector

Chris Haines, Social Care Inspector

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