

SC029504

Registered provider: Pathway Care Solutions Ltd 04004053

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately run home provides care for up to four children who experience emotional and/or behavioural difficulties.

The manager has recently registered with Ofsted.

Inspection dates: 9 to 10 November 2022

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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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: 10 August 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/08/2021	Full	Good
15/04/2019	Full	Good
09/07/2018	Full	Good
09/08/2017	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The registered manager provides a very nurturing environment for the children. The home environment is that in keeping of a family home. Children have very positive and caring relationships with one another. This enables children to express their wishes and feelings in a safe environment. Children say that they feel cared for in this home.

Children's bedrooms are personalised, and their art and photographs are evident in their bedrooms and communal areas. Staff support children to have good memories of their time at the home. Staff help children to keep photographs and celebrate their achievements, which are displayed within the home.

The outcomes for all the children from their starting points are outstanding. For example, one child has made significant progress in education in a very short period of time. Another child's sibling is living a short distance away from the home. The siblings are placed nearby to promote contact between them, which is working well and a significant improvement for the child.

Children's abilities and talents are encouraged and nurtured. For example, one child has an interest in music and the manager purchased a guitar and guitar lessons for him. The manager has also applied for some additional funding to support the child's learning. Another child's passion for art is encouraged, and guidance was provided to the child to enable them to enhance their talent further.

Staff are child focused and work together to grow children's confidence. Children are supported to engage in a range of activities. They are also encouraged to develop their independence by engaging in new experiences. Children are happy and motivated, and they make exceptional progress because of this.

Children are given the opportunity to learn and to discuss what is happening in the world around them. For example, children are supported to research current affairs and to share their findings with staff and peers. They also contribute and lead on the discussions about the operational running of the home, such as menu planning. Children have also participated in the planning of the home's allotment and the creation of a wildlife garden. Children have access to an advocate.

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

Staff have a clear understanding of their safeguarding roles and responsibilities, and their practice is exceptional. When there have been safeguarding concerns, the manager is transparent with her staff and reflective discussions and learning needs are identified.

Children have built extremely secure attachments with staff in a short period of time. This has enabled children to talk to staff about any worries they have. Children say that they feel safe and secure. A social worker was extremely complimentary about the home's safeguarding arrangements and informed the inspector that a child 'has settled well in the home' because of the positive atmosphere. She reported that the child's risks had significantly reduced due to the child feeling valued, safe and protected. This is tremendous progress for the child.

Children's risks assessments are very thorough and detail all known risks and strategies to manage risks. This enables staff to be fully aware of how to support children to keep them safe. Staff understand risks relating to the internet and social media. This means that they can support children to be safe online.

Children rarely go missing from home. If they do go missing, it is for very short periods. Staff follow procedures to ensure that children are as safe as they can be.

Children are aware of how to complain. They told the inspectors that they do not need to complain because they can speak to staff or the manager to discuss any concerns they have. Staff understand the whistle-blowing procedure.

Keeping children safe is discussed in one-to-one meetings with staff members and team meetings. When there has been a safeguarding incident, the registered manager and staff are highly reflective in their practice. Because of this, safeguarding practice is ever changing and adapted in line with the changing needs of each child.

The effectiveness of leaders and managers: outstanding

The registered manager is passionate about the home and models a culture where she puts the children first. She continues to work proactively with all professionals to ensure that the children reach their full potential.

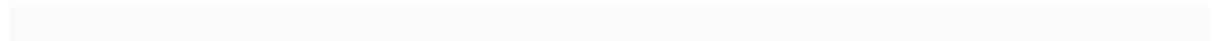
The manager is visible to the staff and the children. Staff and children say that she is very approachable and available. The team work well together and say that this is so that children have excellent experiences.

Staff say they 'enjoy coming to work'. Staff retention has ensured that children experience a high level of consistency in their care. The manager is extremely proactive about staff development. She supports staff well with their learning needs. This has resulted in a staffing team where staff morale is excellent. Staff have great relationships with the children. One staff member said, 'it does not feel like work, everything we do is for the children'.

Team meetings take place on a regular basis and have a strong focus on the needs of children. Meetings also reflect the needs of staff development. The manager encourages her team to lead meetings to develop and share their learning. As a result, the team are continually developing new and creative strategies to support the children.

There is good multi-agency working with other professionals, who report that the manager and staff are very good advocates for the children.

Management oversight of the children's care is extremely good. The manager monitors the progress of the children. At the same time, she welcomes the feedback and acts on any recommendations made by other professionals and the home's independent visitor.



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: SC029504

Provision sub-type: Children's home

Registered provider: Pathway Care Solutions Ltd 04004053

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

Responsible individual: Donna Carlin

Registered manager: Natalie Dickinson

Inspectors

Corline Parker, Social Care Inspector

Pradip Panchmatia, Social Care Inspector

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