

SC066481

Registered provider: Fair Ways

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is registered to provide care for up to 5 children. The home uses a therapeutic model of care.

There were 5 children living in the home at the time of this inspection.

The registered manager has been in post since September 2022.

Inspection dates: 4 and 5 March 2026

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: 26 November 2024

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/11/2024	Full	Outstanding
01/08/2023	Full	Good
12/10/2022	Full	Good
17/11/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children receive highly structured and personalised care that places their safety, emotional wellbeing and development of independence at the centre of practice. Staff demonstrate a comprehensive understanding of each child's individual needs, triggers and preferred strategies. They adapt their support with skill and sensitivity, ensuring children are consistently helped to manage daily challenges successfully. As a result, children feel safe and settled and they make significant and sustained progress in their behaviour, wellbeing and readiness for future steps. One child is now confidently accessing the community independently and developing meaningful life skills, reflecting the home's strong focus on promoting independence.

Relationships between staff and children are warm, trusting and highly positive. Children readily approach staff with requests or worries and do so with confidence, knowing staff will listen and respond. Staff skilfully tailor their interactions to each child, demonstrating deep insight into their personalities, communication styles and emotional needs.

Children's views, wishes and feelings are consistently prioritised. They are encouraged and supported to express themselves, and they are confident that staff will take their views seriously. Children know their voices matter, and this contributes to a strong sense of security and belonging.

Staff have an exceptional knowledge of the children and deliver care of the highest quality. They are passionate, committed and ambitious about the difference they can make. This aspirational approach enables children to make exceptional progress from their starting points.

The home is highly successful in supporting children to develop lifelong, meaningful connections. Former residents maintain contact years after leaving, demonstrating the enduring positive impact the home has had on their lives.

Children speak positively about living at the home. They describe feeling happy and well cared for. The atmosphere is consistently warm, nurturing and attentive. Staff understand each child's individual needs in depth and support them to build independence in ways that are both safe and meaningful.

Staff successfully promote positive relationships in the home. Children benefit from warm, respectful interactions and positive role modelling from staff. Opportunities for shared, family-style experiences, such as communal mealtimes and holidays, help create a homely, inclusive environment where children can thrive, both socially and emotionally.

Although parts of the home appear tired, it retains a warm, lived-in feel that children clearly appreciate. Staff report that planned improvements have been approved and

work has already begun. The home is kept clean, tidy and welcoming. Children also benefit from extensive outdoor space, including new play equipment that enriches their daily experiences.

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

Accidents and injuries are recorded with accuracy and timeliness. This thorough approach ensures that the health and safety of children and staff are prioritised and that any necessary action is taken without delay. When concerning patterns emerge, staff proactively explore alternatives, they provide education and increase supervision to reduce risks effectively.

Allegations are managed with sensitivity and professionalism. They are reported promptly, as per the home's protocol, and all required actions are undertaken swiftly. The manager ensures that all parties feel listened to and facilitates restorative conversations where possible that promote understanding and resolution.

Children are actively encouraged to share any worries about life in the home, creating a culture where concerns are addressed early and bullying is not an issue.

Staff manage incidents highly effectively, using de-escalation and distraction techniques to reduce the need for physical intervention. When such interventions do occur, robust review systems capture learning and drive improvement. As a result, incident frequency has reduced over this inspection period.

The children's guide clearly explains how to make a complaint. Managers and staff demonstrate transparency in their practice, encouraging parents and professionals to raise concerns when needed. Although complaints are rare, they are responded to immediately, with thorough follow-up actions. This ensures complainants feel heard and leads to positive outcomes.

The use of natural consequences helps children to reflect on their actions and repair situations constructively. When appropriate, financial consequences or rewards are used fairly and proportionately. Children can also earn additional pocket money for behaviour or progress, which they enjoy saving towards a larger reward.

Internet access is carefully matched to each child's age and needs. When required, restrictions are implemented to keep children safe from inappropriate content. Staff regularly monitor electronic devices to ensure continued safe use.

Children's medication is managed to a high standard, supported by clear documentation and strong communication with healthcare professionals. Any errors are thoroughly investigated and reviewed to support continuous improvement in practice.

Episodes of children going missing from the home are rare. When they do occur, staff follow established protocols, inform relevant professionals and ensure the child's safe return. Reflective work is carried out in key-worker sessions to support learning and prevent recurrence.

Door alarms are used overnight when assessed as necessary. Children's views are fully considered when deciding on their use or removal. Consent is obtained from both children and social workers, and the need for alarms is reviewed regularly to ensure they remain appropriate.

The effectiveness of leaders and managers: outstanding

Managers at the home are inspirational and highly effective. They demonstrate a high level of care, commitment and ambition for the children, which are clearly reflected in the significant progress children make. Managers prioritise strong partnership working with health, education, social care and therapeutic professionals, ensuring children's needs are understood and met in a fully rounded way. This commitment to high-quality, consistent care results in outstanding outcomes for every child.

A robust and well-structured induction programme ensures new staff are fully prepared for their roles. Mandatory training is completed promptly, and all essential documentation is read and signed to confirm understanding. Thoughtfully planned observation and shadowing provide new staff with valuable opportunities to build relationships with children, supported by trusted and experienced colleagues. Managers are meticulous in ensuring that only staff with the right values, skills and experience work in the home.

Supervision is regular, reflective and purposeful. Staff also benefit from annual appraisals that focus on professional growth and children's needs. A wide range of high-quality training opportunities equips staff with the knowledge and insight required to support children to overcome barriers and continue to progress exceptionally well.

The staff rota is carefully designed to promote both work-life balance for staff and consistency for children. While recruitment can be challenging, the use of skilled and familiar multi-site staff ensures continuity of care and maintains children's sense of security and stability.

Managers consistently seek feedback from children, staff and professionals. This is used effectively to drive improvements and maintain an exceptionally high quality of care. Managers know the children extremely well and use a range of monitoring systems to identify strengths, track progress and address emerging issues. Monthly monitoring provides managers with a comprehensive oversight of practice, ensuring that developments remain closely aligned to children's care plans and future goals.

Staff demonstrate a strong commitment to understanding and respecting each child's cultural and religious background. They actively engage with children and their families

to understand their views and wishes, ensuring support is sensitive, meaningful and inclusive. Creative approaches to exploring different cultures are embraced by the children and enrich their experiences.

Staff speak very positively about working at the home. They feel highly supported, valued and encouraged to grow professionally. Their in-depth understanding of each child's individual needs underpins consistently high-quality care. Staff are rightly proud to work in a home where children are at the centre of everything they do.

All children are enrolled in education, and staff advocate tirelessly to secure the right educational provision. During periods of home learning, staff ensure children remain engaged and motivated, providing enriching activities that broaden their learning and life experiences.

Feedback from families and professionals is overwhelmingly positive. They praise the quality of support provided and highlight the staff's commitment to knowing each child well and meeting their individual needs. Professional relationships are transparent, proactive and highly collaborative. Managers and staff are confident in raising concerns when necessary and work closely with external agencies to ensure children receive timely and appropriate support. Regular updates and effective communication ensure professionals remain well informed about children's progress and any challenges that arise.

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: SC066481

Provision sub-type: Children's home

Registered provider address: Fair Ways, Building 1000, Lakeside North Harbour,
Western Road, Portsmouth, Hampshire PO6 3EN

Responsible individual: Bret Noades

Registered manager: Pawel Skraba

Inspectors

Vicki Horton, Social Care Inspector

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