

Children's homes - interim inspection

Inspection date	21/03/2016
Unique reference number	SC361789
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Cornwall Council
Registered person address	County Hall, TRURO, Cornwall, TR1 3AY

Responsible individual	Yvette Yates
Registered manager	Julie Walsh
Inspector	Janice Hawtin

Inspection date	21/03/2016
Previous inspection judgement	Outstanding
Enforcement action since last inspection	None
This inspection	
The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection This home was judged Outstanding at the full inspection. At this interim inspection Ofsted judge that it has sustained effectiveness. Since the previous inspection and following some initial celebrations of the success of this home a further commitment was made to continuous practice improvements. Monitoring and analysis of the service by the management team contributed to the production of development plans. This planning assists in providing the best possible service to young people, and remaining an outstanding home. A pledge to disseminate outstanding practice to other services led to young people who are resident in other homes benefiting from the effective practice developed here. Formats for recording risk assessment and care reviews are amongst several documents shared with others. The management team and staff continue to provide a child centred service. Young people are safe. Work done by staff to understand and reduce young people's anxieties allows them to feel as safe as possible in this home. Practice and ongoing development is based on research, consultation and work in partnership with young people, their families, and specialist professionals. Feedback from stakeholders remains consistently positive. A social work team leader who has line management responsibility for three young people who live here stated 'I have to say I am reassured that young people get the best of care at Pathways'. The positive attitude and assured values of the staff team significantly impacts on the progress of young people. Not only directly, as evidenced through the progress made by young people but also because of the confidence inspired in others and the commitment from other professionals to work in partnership, and be included as part of an exceptional service. A grandmother made the following comments about her grandson 'he lets us know what he wants now and can make his own choices, his language has developed, he is much better at waiting and has stopped worrying so much, he now is a normal child with problems rather than a problem child, we are much more relaxed, this is a success story'. Unnecessary signs and instructions to staff have been removed from communal	

areas, particularly the main kitchen. In addition, redecoration, new furniture, carpets and soft furnishings have improved the environment making it more homely and cosy. Communal areas have been updated to better reflect the age range of current residents. This large spacious nature of this building offers many advantages to the young people alongside challenges in making it homely.

Staff training continues to influence practice. Recently staff attended sessions to broaden their knowledge of the impact of neglect and attachment issues on physical and emotional development of children. This has added another dimension to interpreting and understanding difficult behaviour, leading to interventions which aid effective communication and reduce anxiety for young people. The manager and deputy have continued with their commitment to completing a level 5 Diploma in leaderships and management. This course is offering additional opportunities to explore innovative practice and keep up to date with current case law. Managers are committed to exploring restriction of liberty issues and ensuring best interest judgements consider any restrictions placed on young people, particularly, as a part of any transition arrangements.

Since the previous inspection managers have been considering the impact of staff sickness, holidays and well-being on the attachment profiles of young people. This has led to some changes in the staff rota so that these issues cause the least disruption possible to young people. Staff have additional opportunities to express and seek support to avoid any personal issues or concerns having an impact on their work practice.

A change to the person completing independent monitoring of the home has improved the thoroughness of this quality assurance process. This satisfies those who have oversight of the reports produced that young people are effectively safeguarded, and that the home continues to promote their welfare.

Information about this children's home

The home is registered to provide for up to 9 children and children young people with emotional and/or behavioural difficulties and learning difficulties.

The home is owned by a Local Authority.

It is situated in close proximity to a school for children and young people with additional needs and a children's home offering short breaks.

Some facilities and resources are shared between the three services.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/12/2015	CH - Full	Outstanding
25/02/2015	CH - Interim	improved effectiveness
12/08/2014	CH - Full	Good
21/01/2014	CH - Interim	Good Progress

What the inspection judgements mean

At the interim inspection we make a judgement on whether the home has improved in effectiveness, sustained effectiveness, or declined in effectiveness since the previous full inspection. This is in line with the *Inspection of children's homes: framework for inspection*.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, young people and their families. In addition the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people who it is trying to help, protect and look after.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service 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*.

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