

SC391594

Registered provider: Pathway Care Solutions Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A private provider owns and manages this home. The home provides care for up to three children with learning difficulties. There are currently three children living at the home.

The manager has been registered with Ofsted since June 2021.

Inspection dates: 1 and 2 August 2022

Overall experiences and progress of children and young people, taking into account **outstanding**

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: 30 November 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/11/2021	Full	Good
01/10/2019	Full	Outstanding
02/05/2018	Full	Good
04/07/2017	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children live in a vibrant and fun home where they have developed exceedingly strong and trusting relationships with staff. Children are happy and settled as they receive love, and staff have a thorough understanding of each child's individual needs. A social worker said, 'Staff genuinely invest and care for [child's name].'

Children make profound progress relating to their health, education, social interactions and independence. The staff are aspirational for children and provide a high level of support and encouragement. Children learn life skills and become increasingly confident. A family member said that there was a 'major change' in how their child now presents.

Staff place great value on children's education. They help children to overcome personal challenges so they can happily access their learning. Children celebrate every success; one child's artwork is displayed as part of a college exhibition. Staff and children are very proud of all children's achievements.

Children benefit greatly from a wide range of activities that promote their physical health and social inclusion. Children have much fun using their sensory toys and spend time meditating with staff, which helps them to feel calm. Children thoroughly enjoy day trips and regularly attend local clubs. Furthermore, staff strongly advocate for children to have lots of positive and new experiences. For one child, this means that a plan is in place for a first overnight summer holiday.

Staff fully embrace each child's individuality and uphold a firm ethos of placing each child at the centre of everything that they do. Children's identity develops as they have choice and are able to express themselves. Children have no complaints living at the home as they regularly share what is going well, and staff act on requests of what children want to do.

Staff are exceptionally knowledgeable about the children's individual health needs. They are sensitive and assured in providing children with the correct support. The direct action of staff and their strong advocacy enhances children's lives. This results in children receiving extra help, for example, through the involvement of the child and adult mental health service.

Staff recognise the significance of children's next steps; they complete additional research to enhance the support that children receive. Staff have an acute awareness of children's capabilities and feelings around their moves from the home. Highly individualised practical and emotional support help to prepare them. Staff capture each child's journey at the home in memory books that are 'full to bursting' with photographs and memorabilia. Children feel ready for their next steps and take their memories with them.

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

Children are supervised and supported by a strong staffing ratio. As a result, children are safeguarded effectively both in and out of their home.

Staff have a comprehensive understanding of the children's vulnerabilities. Through vigilant and curious practice, staff recognise and respond to potential risks that children may face. Staff and professionals discuss these frequently and put in place extra measures to help keep children safe. The arrangements for one child's overnight support are not clear on the risk management plan as it does not give enough detail to reflect the agreed plans. This has not affected the child's care. However, it may hinder staff's response to the child, so the manager has updated the document.

Physical interventions are rare and are only used to protect children from immediate risk. Skilled staff use therapeutic approaches effectively to help children if they are upset and frustrated. This avoids crisis situations and children take the opportunity to talk about what is going on.

Staff are creative in educating children about risk. The use of video clips and quizzes gives children an understanding of how to use the internet safely. Staff check the devices that children use, to ensure they have not come to harm.

Children have a safe place to live. Thorough checks of new staff ensure that only adults who are suitably vetted and deemed safe care for children. The manager assesses the safety of the home's immediate location, and regular checks of safety equipment in the home also occur. Furthermore, children have personal safety plans, and their regular involvement in fire evacuations ensures that they know what to do in an emergency should an unsafe situation arise.

Children take medication that they need. Staff do not fully implement the provider's policy relating to the safe handling of medication. Medication could be wrongfully administered as staff do not apply the necessary arrangements for storing controlled drugs and medication cabinet keys. The manager has subsequently ordered a new cabinet in response to this issue.

The effectiveness of leaders and managers: outstanding

The manager is ambitious and aspirational for children and the staff team. She works in partnership with an experienced and equally passionate deputy manager. Their commitment and motivation ensure that children have individual recognition through the best experiences and opportunities while living at the home.

Living at the home is a consistent factor in children's lives. The manager's diligence ensures that they have pertinent information and input from other professionals to effectively plan children's care. Professionals recognise the strengths of the

manager's leadership alongside the relationships built between children and staff as being significant factors for children's success. Professionals describe the care children receive as being 'impressive' and that this has meant that children have 'amazing achievements'.

The manager's motivation replicates within the enthusiastic staff team. The manager creates a positive learning culture that has foundations in face-to-face and online training, reflective supervision and regular discussions through team meetings.

The manager's high expectations and innovative approach promote the staff's professional development. Focused upskilling sessions, succession planning and access to a wealth of learning resources further challenge and inform the staff to enhance their practice.

Thorough internal and external monitoring systems exist. The manager develops quality assurance systems to maintain a comprehensive oversight of the home, and is responsive to the independent person's monthly report. Senior managers conduct quality checks, which further ensure that the home operates in line with the statement of purpose.

Maintenance systems are highly effective. There are continuous efforts to develop the physical environment. The environment is well presented and aligned to children's sensory needs.

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

Recommendations

- The registered person should ensure that the arrangements for the intermittent use of overnight visual monitoring equipment is recorded as part of a child's risk management plan. ('Guide to the Children's Homes Regulations, including the quality standards', page 42, paragraph 9.5)
- The registered person should ensure controlled drugs are managed as stated in the provider's policy. ('Guide to the Children's Homes Regulations, including the quality standards', page 35, paragraph 7.15)

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: SC391594

Provision sub-type: Children's home

Registered provider: Pathway Care Solutions Limited

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

Responsible individual: Rebecca Maltby

Registered manager: Jodie Siddall

Inspector

Alexandra Howitt, Social Care Inspector

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