

SC391708

Registered provider: Fairways Care (UK) Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned children's home is operated by a charitable organisation. The charity provides a range of residential, fostering, educational and training services. The home provides care for up to three children who may have emotional and/or social needs.

The manager was registered with Ofsted in March 2019.

Inspection date: 23 March 2022

Date of last inspection: 11 August 2021

Judgement at last inspection: requires improvement to be good

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 requires improvement to be good at the last full inspection.

At this interim inspection, Ofsted judged that it has declined in effectiveness.

Since the last inspection, two children have left the home in an unplanned way. Notice was given to move both children because care staff could not meet their needs or keep them safe.

Shortly afterwards, the registered manager agreed for two new children to move into the home. Outcomes for both children are mixed because the registered manager did not assess the impact of the children's needs on each other. As a result, one child is engaging in high-risk behaviour that he has learned from the other child.

The registered manager and staff team allow children to spend large periods of time unsupervised in the local community. Children openly discuss with staff the unsafe activities they engage in while away from the home. Staff have not taken sufficient action to mitigate the risks to children from physical harm and exploitation.

Important documents, such as behaviour management plans, do not provide clear strategies for staff. Similarly, individual risk assessments do not accurately reflect the severity of risks. As a result, staff are not provided with sufficiently accurate information to provide children with structure, boundaries and clear expectations.

Children are looked after by staff who have not received the specialist training they need to support the children's needs. Staff say that they do not have the confidence to meet children's needs safely. Consequently, several staff have left.

Safeguarding arrangements are weak. The registered manager does not always follow safeguarding procedures effectively. On two occasions, she has undertaken internal investigations before consulting with the local authority designated officer. In addition, safeguarding notifications have not been completed and shared with Ofsted as required.

The children did not go to school before moving into this home. The registered manager has worked hard to secure appropriate school placements. Despite this good work, the children's engagement with school has been problematic. More work is needed to help children to understand the importance of education.

The registered manager's and independent person's monitoring of the operation of the home is not effective. Elements of the previous requirements and the

recommendation raised at the last inspection are not met. Further weaknesses identified at this inspection are evident and new requirements are raised.

The responsible individual advised the inspector that an agreement has been made for one child to move into another service within the organisation. He confirmed that, moving forward, he intends to keep the home as single occupancy until staff have received the training they need to undertake their role effectively and the shortfalls identified at this inspection are rectified.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/08/2021	Full	Requires improvement to be good
22/01/2020	Interim	Sustained effectiveness
24/06/2019	Full	Requires improvement to be good
19/04/2018	Full	Good

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

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, 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
The quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— understand and apply the home's statement of purpose; ensure that staff— understand and apply the home's statement of purpose; protect and promote each child's welfare; provide personalised care that meets each child's needs, as recorded in the child's relevant plans, taking account of the child's background. (Regulation 6 (1)(a)(b) (2)(a)(b)(i)(ii)(iv)) In particular, ensure staff have the information and skills to provide children with clear boundaries, structure and routines.	6 May 2022
The education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff—	6 May 2022

help each child to achieve the child's education and training targets, as recorded in the child's relevant plans; understand the barriers to learning that each child may face and take appropriate action to help the child to overcome such barriers; and help each child to understand the importance and value of education, learning, training and employment opportunities. (Regulation 8 (1) (2)(a)(i)(iii)(iv))	
The protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff – assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; help each child to understand how to keep safe; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child protection policies. (Regulation 12 (1) (2)(a)(i)(ii)(v)(vi)(vii))	6 May 2022
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to—	6 May 2022

lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose;

ensure staff have the experience, qualifications and skills to meet the needs of each child;

ensure the home has sufficient staff to provide care for each child;

understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home;

demonstrate that practice in the home is informed and improved by taking into account and acting on—

research and developments in relation to the ways in which the needs of children are best met; and

use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(c)(d)(f)(g)(i)(h))

In particular, the registered person should ensure that the manager's and independent person's monitoring is effective.

In particular, all staff should complete all the basic mandatory training and specialist courses to meet the needs of the children they care for.

Information about this inspection

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.

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: SC391708

Provision sub-type: Children's home

Registered provider: Fairways Care (UK) Limited

Registered provider address: Fair Ways, Ground Floor, Building 1000, Western Road, Portsmouth, Hampshire PO6 3EZ

Responsible individual: Jonathan Loney

Registered manager: Abigail Dear

Inspector

Sharron Escott, Social Care Inspector

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