

# 1212117

Registered provider: Pathway Care Solutions Ltd

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is registered to care for three young people who have emotional and/or behavioural difficulties. It is owned and managed by a private organisation. The manager was registered with Ofsted in June 2017.

**Inspection dates:** 14 to 15 May 2019

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

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

The effectiveness of leaders and managers **outstanding**

The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** 17 July 2018

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/07/2018	Full	Good
03/08/2017	Full	Good
20/12/2016	Interim	Sustained effectiveness
10/05/2016	Full	Good

## **Inspection judgements**

### **Overall experiences and progress of children and young people: good**

Young people are supported to make good progress from their starting points. The home is warm and welcoming, and staff work hard to maintain a safe and nurturing environment.

Staff develop strong relationships with young people and this supports the stability of placements. Young people experience longer-term placements at the home in comparison to their previous placements.

Staff are able to reflect on young people's behaviours. They use a therapeutic model of intervention, which helps them to understand the emotions underpinning young people's presenting behaviour.

Staff work well with other agencies to promote young people's emotional health and well-being needs. Staff consult with young people regularly and make sure that young people are central to their plans. Key-working sessions are structured and form part of the daily routine.

Young people are engaged in education. Staff have gone to great lengths to support one young person to maintain their educational provision. A newly admitted young person has been supported to engage in education after not being in education for some time.

Young people maintain connections with people who matter to them. This has led to some young people returning home to live with family.

Young people have developed positive and trusted relationships with staff. A key strength of the staff is their ability to be resilient and provide secure placements for young people. A social worker commented that staff provide a secure base for the young person.

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

Staff have a good understanding of the risks posed to young people. Staff work tirelessly with young people to support them in reducing their risk-taking behaviours. Partner agencies have commended the manager in keeping young people safe.

Staff understand their safeguarding roles and responsibilities. They work effectively with young people, other agencies and family members to reduce risks.

Staff are relentless in their efforts to engage young people with other agencies to try and effect change for them.

Staff help young people to develop the understanding and skills to keep themselves safe. Staff follow missing-from-care protocols. They are diligent in maintaining contact with

young people and implementing safe-and-well checks.

There is little use of physical intervention at the home. Physical intervention is only used as a last resort and is only used in line with young people's care plans and risk assessments.

When necessary, the manager has escalated safeguarding matters to relevant agencies. This has promoted young people's welfare with a view to reducing potential risks to them.

### **The effectiveness of leaders and managers: outstanding**

The requirement and recommendation set at the last inspection have been met.

The home is led by an inspirational, confident and ambitious manager. She leads by example and goes above and beyond to make sure that young people feel connected to the staff team. The staff team is very stable. Staff are committed to their roles.

The staff team consists of people with a range of experience and skills. New staff are provided with a good-quality induction. Staff have access to a broad range of training. Team meetings and regular supervision help staff to feel fully supported in their roles. Staff speak about young people confidently and positively.

The staff members work together effectively. There are effective support networks in place for staff and good communication between team members. A social worker said, 'The home offers nurturing, consistent care. There are clear boundaries and the young person is flourishing.'

Most staff are qualified or are working towards attaining relevant qualifications. Staff turnover is low, and this means that there is a consistent staff team. This enables staff to provide consistent care.

The manager has a proactive approach to performance management and she follows processes diligently. Whistle-blowing processes are well understood in this home.

Systems are in place to track the progress of young people, as well as any concerns. Staff are able to provide timely reports about young people's progress. Tracking systems provide staff with a very good oversight of the care provided. This helps staff to look at potential triggers for young people's behaviours and supports them in addressing these.

## **Information about this inspection**

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and 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 whom it is trying to help, protect and look after.

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:** 1212117

**Provision sub-type:** Children's home

**Registered provider:** Pathway Care Solutions Ltd

**Registered provider address:** 1 Merchant's Place, River Road, Bolton, Lancashire BL2 1BX

**Responsible individual:** Andrew Smith

**Registered manager:** Lisa Storer

### Inspector:

Bev Allison, social care inspector

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