

2633818

Registered provider: Positive Homes for Positive Futures Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is registered to provide care and accommodation for two children who may have social or emotional difficulties. It is owned by a private company.

There is no registered manager. An interim manager has been working at the home since July 2022. The interim manager has submitted an application to be registered with Ofsted.

This is the home's first full inspection since it was registered in July 2021. The home was closed from October 2021 to August 2022.

Inspection dates: 30 November and 1 December 2022

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 good

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

Date of last inspection: not applicable

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: none

Recent inspection history

Not previously inspected

Inspection judgements

Overall experiences and progress of children and young people: good

Children live in a cosy and pleasant home. They receive high-quality individual care that meets their assessed needs and circumstances. This is providing children with stability and a sense of belonging. The manager and staff are enabling children to have positive experiences and make measurable progress.

Overall, staff have the warmth, skills and confidence to build positive relationships with children. The manager and staff know the children extremely well. Children know that the manager and staff are on their side.

Children spend time with the important people in their lives. This is a positive and safe experience for children. Staff work effectively with children, families and social workers to repair and sustain important relationships.

Children are supported to learn and develop their skills. The manager and staff value education and encourage children to achieve their ambitions. Children live in a well-resourced home and a learning environment. Staff encourage children's love of cooking, and hair and beauty.

Children's school attendance is improving. The manager and staff make every effort to resolve any difficulties that children may have at school. They understand the barriers to children taking part in education. They work in partnership with parents, social workers and schools to make sure that children receive the right support to help them achieve their learning objectives and next steps for learning.

Staff understand and monitor the children's individual health needs and emotional well-being. They make sure that children receive advice, support, assessments and treatment to meet their specific needs. Staff encourage and support children to attend health appointments. Staff help children to know the importance of healthy lifestyles. This includes supporting children to understand the risks to their welfare from smoking cannabis and drinking alcohol.

Children are unhappy about how staff can behave towards them at times. how some staff can be with them on occasions. One child said that sometimes 'it is like living in a workplace' and that some staff are 'attached to the logbook'. The child does not like it when staff write everything down while they are talking to them. The child said that they have told the manager about how they feel about these staff, but nothing has changed. The manager is supporting staff to try to engage with children positively. However, the manager has not made sure children can see that their views have been considered seriously and acted upon.

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

Children are protected from harm in this safe and supportive environment. Staff understand children's vulnerabilities and risks, and know what they need to do to keep children safe.

Staff understand their responsibilities for safeguarding children. They recognise the signs when children may be at risk of harm, including from abuse, bullying or exploitation. Staff always take appropriate action when they have concerns about children's welfare. Responses are well coordinated with parents, police and social workers when children are missing from home.

Staff actively and continually assess the possible dangers for each child. They follow up-to-date plans effectively to reduce the risk of harm. Since coming to live at the home, children's identified risks, including from going missing from home, have reduced considerably.

Staff support children to be aware of risks and know how to ask for help to stay safe. The manager and staff develop a culture of openness and trust that encourages children to be able to tell someone if they are worried about their safety.

Staff have the skills to help children to manage their feelings and actions safely. They know the best ways to help each child when they are upset. Together with staff, children are finding the best ways to talk and deal with their own feelings.

Children are supported to have safe and healthy relationships. Staff help children to develop understanding and empathy towards other people. They help children learn how to resolve issues when they have fallen out with their friends.

The arrangements for managing children's medication are safe. Staff make sure that children receive their medication in line with the prescription and instructions from health professionals. Staff seek medical advice when they are unsure if it is safe to give a child medication.

Managers follow safer recruitment procedures to make sure that staff are safe and suitable to work with children.

The effectiveness of leaders and managers: good

The manager is suitably experienced and qualified. They provide clear and effective leadership. The manager is ambitious for children to be safe and reach their potential.

The manager has high expectations for the standard of care and support children must receive. They have a detailed understanding of children's progress and take action when children are not getting the right support. This has included making sure that children get the specialist help that they require.

The manager makes sure that staff have the right support, training and guidance to provide children with high-quality care and protection. Staff complete relevant training to make sure that they have the necessary skills and knowledge to meet children's complex and additional needs.

Staff are enthusiastic, warm and resilient. They enjoy spending time with children and seeing them make progress. Staff share the ethos of the home in providing a positive, nurturing and safe place for children to live.

Staff have a detailed understanding of each child's needs and plans. They work together as a team to provide children with a high standard of consistent care and support. Monthly staff team meetings are used productively to consider children's needs and progress, and for staff to share and develop their skills and knowledge.

The arrangements for children's care are carefully planned. Children only come to live at the home once the manager is satisfied that staff can respond effectively to their needs, and that children are compatible to live together.

The manager and responsible individual use monitoring systems effectively. They have an accurate picture of the quality of care and protection children receive and its impact on their lives. They make the necessary improvements to make sure that children receive the best possible support.

The external monitoring of the home by an independent person does not evaluate critically how effectively serious events have been managed. The manager does not always inform Ofsted of serious concerns about children's safety. This restricts Ofsted's ability to monitor the effectiveness of the home's arrangements for safeguarding children.

Staff do not always have the opportunity in supervision meetings to reflect critically on their work with children in their care and children's progress or discuss their learning from training and its impact on their practice.

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
<p>The children’s views, wishes and feelings standard is that children receive care from staff who—</p> <p>develop positive relationships with them;</p> <p>engage with them; and</p> <p>take their views, wishes and feelings into account in relation to matters affecting the children’s care and welfare and their lives.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that staff—</p> <p>help each child to understand how the child’s views, wishes and feelings have been taken into account and give the child reasons for decisions in relation to the child. (Regulation 7 (1)(a)(b)(c) (2)(a)(iii))</p> <p>This relates to the manager making sure that children can see the results of their views being listened to and acted upon.</p>	<p>30 January 2023</p>
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>a child is involved in or subject to, or is suspected of being involved in or subject to,</p> <p>sexual exploitation;</p> <p>an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious;</p> <p>there is an allegation of abuse against the home or a person working there;</p>	<p>30 January 2023</p>

<p>a child protection enquiry involving a child — is instigated; or</p> <p>concludes (in which case, the notification must include the outcome of the child protection enquiry); or</p> <p>there is any other incident relating to a child which the registered person considers to be serious.</p> <p>(Regulation 40 (a)(b)(c)(d)(i)(ii)(e))</p> <p>This relates to the registered person notifying Ofsted of serious events affecting the welfare of a child. This may include: a child being the victim or perpetrator of a serious assault; a serious illness or accident; a serious incident of self-harm, or serious concerns over a child's missing behaviour, particularly where the child is considered to be at grave risk due to age or vulnerability or where they have been missing for a considerable period of time and their whereabouts is unknown. The registered person must assess each case individually taking into account any patterns of behaviour or unusual behaviour which may indicate an increased risk to the child. The registered person should also consider the frequency of incidents and judge whether their cumulative effect makes notification appropriate even if in isolation each event would not warrant this.</p>	
<p>The independent person must produce a report about a visit ("the independent person's report") which sets out, in particular, the independent person's opinion as to whether—</p> <p>children are effectively safeguarded; and</p> <p>the conduct of the home promotes children's well-being. (Regulation 44 (4)(a)(b))</p> <p>This relates to the independent person evaluating critically any serious events involving a child, to inform their assessment of whether children are safeguarded effectively.</p>	<p>30 January 2023</p>

Recommendation

- The registered person should ensure that supervision meetings provide staff with opportunities to reflect critically on their work with the children in their care to develop their confidence and skills, and consider the impact of training on their practice. In addition, the manager should agree with the member of staff clear

and specific actions to improve their practice and professional development. ('Guide to the Children's Homes Regulations, including the quality standards,' page 62, paragraphs 13.2)

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: 2633818

Provision sub-type: Children's home

Registered provider: Positive Homes for Positive Futures Limited

Registered provider address: Positive Futures North Liverpool, Unit B1, Langham Street Industrial Estate, Tetlow Way, Liverpool L4 4QS

Responsible individual: Pamela Constance

Registered manager: Post vacant

Inspectors

Nick Veysey, Social Care Inspector

Sally Mitchell, Social Care Inspector

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