

2551007

Registered provider: Fairways Care (UK) Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is owned by a large charity. It is registered to provide care for up to six children from seven to 15 years of age with emotional and/or behavioural difficulties. There were six children living in the home at the time of the inspection.

There has been no registered manager since April 2022.

Inspection dates: 20th and 21st of September 2022

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

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

The effectiveness of leaders and managers **good**

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: 19 May 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/05/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children receive high-quality care that makes them feel valued and secure. Every child has made significant progress from their starting point. Children make and sustain meaningful relationships with a consistent staff team. These relationships are warm and nurturing, which ensures children feel safe and genuinely cared for.

Children moving into the home are fully supported during the process. Staff provide children with a careful and considered induction to the home, tailored to each child's needs. Small touches such as having the child's favourite meal on the day they move in, a welcome bear on the bed and being included on the birthday board means children feel valued and welcome. Connections are encouraged with children when they leave. Staff support monthly phone calls and children returned for the summer barbecue.

All children achieve a high level of attendance at school. For some children, this is their first experience of regular school attendance. Staff work closely with each child's school to provide individual support and enhance the child's learning. This results in children making significant academic progress.

There is excellent attention given to children's health needs. Children's physical, emotional and psychological needs are met by adults who receive guidance from qualified practitioners. Staff advocate for specialist support when necessary, which has resulted in some children having Equion therapy. This involves working with horses as a way to experience care and nurture in order to help them explore their past experiences. Consequently, children are developing strategies and resilience which enhance their growth and development.

Children's voices are central to the running of the home. Children's views and wishes are listened to on all aspects of their lives. Children are actively encouraged to be part of formulating their care plans and their goals and targets. Staff celebrate successes, no matter how small.

Children are supported to take part in clubs and activities that interest them, such as horse riding, boxing, football and swimming. The children and staff engage in the wider community through different events. For example, they fundraise annually and have contributed towards different charities and local facilities. Staff capture these positive experiences in each child's individual scrapbook, for the children to cherish and keep forever.

Staff clearly value the importance of a culture that is respectful and an environment that is maintained to a very high standard, with the children at its heart. This is enhanced by regular visits from the manager's dog. These experiences provide

children with opportunities to develop valuable life skills, such as learning to be responsible, to show empathy and to care for another being.

Staff recognise the value of continued family relationships. Children are sensitively supported in having time with family and other individuals who are important to them.

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

Children are safeguarded. The stable and consistent care arrangements, together with the warmth and confidence of the staff, makes the children feel secure. Children say that they feel safe and that the staff protect them.

Staff have a clear and detailed understanding of the risks and vulnerabilities for each child. There is an embedded culture whereby staff set consistent boundaries and routines for children. Positive behaviour management plans are highly individualised. These plans provide staff and children with effective strategies that help children learn new and positive ways of managing their feelings.

The use of physical intervention is proportionate, and all incidents are promptly and thoroughly reviewed to ensure that children are safeguarded. Children's views are sought and explored, and plans are amended if needed. This has resulted in a significant reduction in incidents and provides children with positive experiences of care.

Incidents of children going missing are rare, due to the developing and trusting relationships children share with staff. Any incidents are thoroughly reviewed, with excellent debriefs. This reflective practice supports and promotes learning and significantly reduces risks for children.

Children are supported to understand risks when accessing the internet. This includes holding workshops to develop the children's knowledge, as well as staff receiving training. Therefore, children are kept safe when playing and working online.

Social workers speak highly about the level of communication they have with staff and their prompt responses when issues arise which may impact on a child's well-being or safety. Records demonstrate that external agencies are promptly informed of any incidents.

The effectiveness of leaders and managers: good

Leaders and managers are passionate about their work, and children are at the centre of their thinking. Managers know all the children well and hold high aspirations for them. The new manager has been promoted within the home and is in the process of being registered with Ofsted. This has provided consistency for the children and staff.

The manager knows the strengths of the home and where further development is needed. The manager uses external feedback and monitoring to develop the staff's practices. There is a comprehensive development plan in place to continue to make improvements in the quality of care for children, as well as in the continual development and training of staff. This reflective practice demonstrates the manager's effective oversight and wanting best outcomes for children.

The staff understand their roles and responsibilities. Staff benefit from regular supervision that covers a varied agenda. Supervisions are reflective and offer staff support and guidance, with a clear focus on safeguarding and learning from practice. This is supported by annual appraisals and performance reviews. This provides professional development and progression opportunities for staff.

The manager reviews the daily and case records for all children. As a result of this monitoring and oversight, the manager has knowledge of the children's day-to-day experiences and a well-rounded view of the progress that the children are making, as well as of staff safeguarding practice and the quality of care children are receiving. However, the manager did not ensure he had obtained written consent for the use of bedroom door alarms. A requirement has been made to ensure records reflect the practice in place.

Safer recruitment processes are used by the staff in the organisation who are responsible for recruitment. However, the manager does not always satisfy himself that all of the necessary checks have been completed. For example, one staff member transferred from another home and the manager did not check the recruitment records. Therefore, the manager is not fulfilling his regulatory responsibilities.

Feedback from professionals is very positive, including that the quality of care is exceptional and that support for families is non-judgemental and supportive to the child and family. Communication from staff is really good. This results in a shared approach to providing children with good-quality care and support.

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 registered person may only use devices for the monitoring or surveillance of children if—</p> <p>the monitoring or surveillance is for the purpose of safeguarding and promoting the welfare of the child concerned, or other children;</p> <p>the child’s placing authority consents in writing to the monitoring or surveillance;</p> <p>so far as reasonably practicable in the light of the child’s age and understanding, the child is informed in advance of the intention to do the monitoring or surveillance; and</p> <p>the monitoring or surveillance is no more intrusive than necessary, having regard to the child’s need for privacy. (Regulation 24 (1)(a)(b)(c)(d))</p> <p>In particular, ensure written consent for the use of bedroom door alarms is in place from all children’s local authorities.</p>	<p>31 October 2022</p>

Recommendation

- The registered person should ensure good employment practice. They should ensure that recruitment of staff safeguards children and minimises potential risks to them. (‘Guide to the Children’s Homes regulations, including the quality standards’, page 61, paragraph 13.1)

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: 2551007

Provision sub-type: Children's home

Registered provider: Fairways Care (UK) Limited

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

Responsible individual: Kevin Morrell

Registered manager: Post vacant

Inspectors

Rebecca Fisher, Social Care Inspector
Dorothy Thompstone, Social Care Inspector

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