

# SC066481

Registered provider: Fair Ways Community Benefit Society

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

The home is registered to provide care for up to five children. The home uses a therapeutic model to care for children who have experienced abuse, rejection, breakdown of previous placement or exclusion from mainstream school. It is operated by a wholly owned subsidiary of a charity, which has its own education setting nearby.

Four children were living at the home at the time of the inspection.

The manager was registered with Ofsted on 29 September 2022.

### Inspection dates: 1 and 2 August 2023

**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:** 12 October 2022

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

<b>Inspection date</b>	<b>Inspection type</b>	<b>Inspection judgement</b>
12/10/2022	Full	Good
17/11/2021	Full	Good
04/03/2020	Interim	Improved effectiveness
24/09/2019	Full	Good

## Inspection judgements

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

All children have made progress since living in the home. For example, all children are attending education and have built friendships, attended birthday parties and enjoyed activities such as swimming lessons and horse riding. All children are currently enjoying a summer holiday together, supported by a nurturing staff team. As a result, they have increased social skills and built confidence in changing environments.

One child has made significant progress from their starting point and is moving on to the next chapter of their lives with a foster family. They told inspectors that they are, 'Looking forward to having a new family.'

Committed staff encourage and support children to be part of their care planning. Children participate in important meetings related to their care and have plentiful opportunities to share their thoughts and feelings. This means that children's individual needs are effectively and sensitively met.

When new information is known that requires a change in children's care planning arrangements, this is done promptly. As a result, children feel heard and there is no drift or delay in children receiving the care that they need.

At the time of this inspection, the home and garden were undergoing some redecoration. The general presentation of the home fell short of the expected standards for a homely environment. However, a deep clean was underway while all the children enjoyed their activity holiday. Newly decorated areas looked clean and fresh.

All children access education and make progress. When children are having difficulties in attending school, this is addressed through effective communication and relationships with all relevant professionals. The registered manager and staff are creative in the way that they support children to engage in education, for example through home tutoring and therapeutic equine care. As a result, one child who was not previously attending full-time education commences a new school at the start of the next academic year.

Three children have moved into the home since the last inspection. There is good planning for children moving into the home. Children have opportunities to meet staff and visit before moving in. This helps them to feel settled and welcomed. There have been two unplanned endings for children since the last inspection. On occasion, when matching of children has not been successful, leaders and managers reflect and learn from those experiences. Lessons learned are reflected in positive, child focused improvements to the process.

Nurturing staff promote and facilitate children having time with their family, including arranging and supporting children with travel. Staff provide children with emotional support before and after spending time with their family. This ensures that their wishes and feelings are heard and acted on.

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

Children's physical, emotional and psychological needs are met by a staff team that works closely with other qualified practitioners. Staff view children's behaviour as a way to communicate emotions that they find difficult. Children are encouraged to reflect on incidents and supported to find alternative ways to manage their emotions.

Staff are trained in the appropriate use of restraint. On the rare occasions that a child needs to be held, this is only used if absolutely necessary and for the shortest time. Management oversight of incidents is timely and effective and includes discussions with staff and children. Reparative sessions between children enable relationships to rebuild quickly.

Strong relationships with external professionals support leaders and managers to follow procedures to keep children safe. When incidents happen, staff contact relevant agencies, in line with safeguarding procedures. Staff are very knowledgeable of each child's individual risks and the measures to reduce these.

Children's sense of security and belonging, and engagement in activities, mean that incidents of children going missing are very rare. Staff know the children well and follow clear missing from care plans when children leave the home without permission. This means that children have a quick and safe return home. Children say that they feel safe and that they can talk to staff about any issues or worries.

Outdoor activities are encouraged. Children do not have an over-reliance on technology and social media. Children are supported through one-to-one sessions and house meetings about how to keep themselves safe, including how to keep safe online. The home has additional measures in place to ensure age-appropriate access to the internet.

Leaders and managers ensure that all adults who come to work at the home have had the necessary checks. This means that children are supported by suitably trained and experienced staff.

Children are listened to and know how to make a complaint. Complaints are taken seriously and are well recorded. Staff actively refresh the process to ensure that children remember who to contact and where to find the relevant details.

The health and safety lead has good systems and audits in place. These are overseen by managers. This helps to reduce risks and keep children safe in the home.

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

The judgement for the leadership and management of this home is outstanding because the registered manager is highly visible and involved in the day-to-day care of children. They understand the lived experiences of the children and work alongside staff to model best practice. They are able to do this while maintaining a clear strategic oversight of the service. The registered manager continually looks for ways to improve practice and always keeps the needs of children at the heart of decision-making.

The home is managed by a committed and dedicated registered manager. They are supported by an equally committed and knowledgeable deputy. They are passionate about providing positive experiences and outcomes for children. The registered manager knows the strengths and areas for development in the home and continuously reflects on practice to improve standards.

Effective systems and processes provide the registered manager with clear oversight on all aspects of the home, including the progress and experiences of children. Feedback from children, families, staff and professionals contribute to future planning and development.

Leaders and managers have been proactive in recruiting to vacancies, to ensure that children's needs are met. New staff receive a thorough induction. The registered manager is actively involved in the care planning for children and is providing mentoring for newly appointed staff members. This is part of their development and enables the registered manager to continually improve practice.

Staff receive regular and well-documented supervision. This promotes staff's reflection and areas for development. Staff say that the leadership team is supportive. Although the team is relatively new, team members work well together, bringing skills and experience that benefit children.

The registered manager completes their own quality of care review. This is informative, drives improvement and allows the regulator to have a thorough understanding of the care that children receive. The independent visitor offers an additional layer of scrutiny. Actions are followed up and acted on swiftly by the registered manager.

Senior leaders are visible in the home. Managers say that they are supportive and enable them to develop the home. The responsible individual knows the home and children extremely well. Regular meetings and reporting by the registered manager enable full and effective oversight by senior leaders.

## **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, The 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.

### **Recommendations**

- The registered person should provide a nurturing environment that is welcoming. Specifically, this relates to the upkeep of cleaning and maintenance tasks in the home and garden. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.7)

### **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:** SC066481

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

**Registered provider:** Fair Ways Community Benefit Society

**Registered provider address:** Building 1000, Western Road, Portsmouth,  
Hampshire PO6 3EN

**Responsible individual:** Bret Noades

**Registered manager:** Pawel Skraba

## Inspectors

Tony Waite, Social Care Inspector

Jill Sephton-Wright, Social Care Inspector

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