

# 1240801

Registered provider: Inspire Children's Services Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

The home can accommodate three young people who are unable to live in their own family setting. The manager has been registered since July 2016.

**Inspection dates:** 19 to 20 June 2018

**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:** 4 October 2017

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
04/10/2017	Full	Good
01/12/2016	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
<p>The care planning standard is that children receive effectively planned care in or through the children's home. (Regulation 14(1)(a))</p> <p>This specifically relates to the need for a child's pathway plan to be in place.</p>	28/09/2018
<p>The registered person must maintain records ('case records') for each child which are signed and dated by the author of each entry. (Regulation 36(1)(c))</p> <p>In particular, ensure that risk assessments and behaviour support plans are signed and dated.</p>	28/09/2018

### Inspection judgements

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

Young people are making good progress in all aspects of their development. They live in a relaxed family environment. The home has many framed photographs on display of the young people enjoying activities with the staff and each other.

Young people say that they get on well with the staff and each other. Staff care about the young people and help them to learn skills that will benefit them in their adult lives. Staff have supported some young people to learn how to shop with an allocated budget. This has resulted in them being able to use a calculator and to do their own food shopping.

There is a wide range of activities on offer. Staff explore young people's interests and talents to ensure that they have a variety of experiences. Some activities and trips out are linked to young people's rewards and incentives, such as indoor sky diving. Some young people have chosen to attend weekly wrestling clubs and the fire cadets. A young person said, 'I like keeping fit at the gym. I've always been very good at wrestling and I've started going again.'

Staff are good role models for the young people. They encourage young people to eat healthy food and take regular exercise. They motivate young people to engage in their

education provision and support them in class when necessary. Young people have gained the Duke of Edinburgh award and received certificates for baking in competitions.

Young people have matured and their confidence has increased. They take pride in their home, helping staff to do household tasks and ensuring that their bedrooms are tidy. These routines afford young people a sense of belonging.

Staff support the young people to maintain their identity and promote contact with their families. Staff ensure that the contact sessions are safe and in line with the young person's care plans.

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

Staff know young people's risks and vulnerabilities. Clear strategies help to reduce these risks. Young people do not go missing from the home. A young person said, 'Why would I want to go missing from here?'

Staff keep young people safe inside the home and in the community. Free time is well planned and gradually increased. Young people keep in telephone contact with staff so that staff know that young people are safe. Staff get to know young people's friends to ensure that they are a positive influence.

Individual risk assessments identify young people's specific risks. Managers consider whether young people are at risk of child sexual exploitation and radicalisation. Staff attend training that is tailored to young people's needs, such as self-harm and attachment. This ensures that young people receive care that is specific to their individual needs.

Staff use consistent approaches and responses with young people. They praise and reward them for positive behaviour. Routines and boundaries are clear.

There have been four incidents when physical intervention was necessary. These were low level and used to keep young people safe. Young people tell staff how to help them manage their behaviour when they get angry. This is helping young people to manage their behaviour in a calmer way. It has reduced the need for physical intervention.

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

The registered manager is suitably qualified and experienced. He has gained the diploma in leadership and management. He manages another home within the organisation. This does not impact on his oversight of this home. The manager is supported by an experienced, suitably qualified deputy manager who shares his commitment to young people.

The manager oversees young people's progress. He can demonstrate the positive influence that the home has on the young people living there. He has developed positive relationships with the young people and has established a good rapport. Young people were observed to be comfortable in his company.

One young person does not have a pathway plan in place, despite the organisation's numerous requests to the placing authority. The pathway plan is essential to the process

whereby young people plan their future. The organisation has escalated this shortfall.

Risk assessments and behaviour support plans have not been signed in the required section by the manager and placing social worker. The organisation intends to review these documents. It is intended that the new documents will be clear and easier to follow. This will assist staff in the day-to-day care of the young people.

Staff are highly regarded by other agencies, such as placing authorities. They comment on how staff balance professionalism while providing a nurturing environment. Parents are equally complimentary about the staff and the care given to their child. A therapist said, 'I have found the staff to be professional, warm, collaborative and child centred in their approach to working.'

Staff supervision is regular, thorough and of a good quality. Staff training is specific to the needs of young people. Staff who do not have the necessary qualification are working towards it within the required timescales.

Staff team meetings are attended by therapists who are supporting young people with their emotions. This forum assists staff in identifying any emerging issues. It enables staff to take the right action to ensure that young people receive the support that they need for their emotional health and well-being.

## **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:** 1240801

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

**Registered provider:** Inspire Children's Services Limited

**Registered provider address:** Unit 3, Craig Court, Standish Street, St Helens, Merseyside WA10 1GJ

**Responsible individual:** Paul Keogh

**Registered manager:** Michael Bradshaw

## Inspector

Jo Hornby, social care inspector

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