

1274093

Registered provider: Homes 2 Inspire Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home provides care for up to five children and young people who have complex needs, which may include challenging behaviours and emotional needs.

An appropriately qualified manager was registered at the time the home was first registered in June 2018.

Inspection dates: 18 to 19 February 2019

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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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: This is the first inspection of this home since registration in June 2018.

Overall judgement at last inspection: not applicable

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The home stands out as providing an extremely stable, caring and fun environment, where staff and young people are happy together. The home is a place where young people build positive, trusting relationships with staff. Young people receive individualised care and support from committed staff. Comments from young people included, 'When I moved in here it quickly felt like home. I love it here.'

Young people make notable progress. An example of this is young people attending school regularly and, with the support of the team, achieving in education. One young person has achieved a B+ GCSE result a year early. This academic success was recognised and celebrated by the whole team. Another young person, whose behaviour was previously chaotic, is now better able to regulate his emotions and is able to follow instructions. While one young person spends most of his time staying away from the home without permission, professionals say that staff have done everything they would expect 'and more' to engage him.

Young people have numerous opportunities to take part in different activities, and to go on holidays. Young people's views are always taken into account to inform activity planning.

Recently, an excellent piece of work by staff has utilised mental health professionals and research to understand how best to thread 'love' through care arrangements. This shows the priority given to ensuring that young people feel cared for. The work undertaken means that staff understand how best to show love in a professional and safe manner.

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

Young people feel extremely safe and are confident that care arrangements will protect them. Highly organised risk-management strategies are kept under review and adjusted to meet changing care needs. Strategies to protect young people are implemented by staff, who understand individual and group vulnerabilities. The staff team is quick to identify potentially risky situations and act instinctively to keep young people safe.

Young people have become safer since moving to this home. Highly effective joint working with a local police community support officer means that young people have an improved awareness of risks in the community. Since the home first opened, missing-from-care incidents have been low in number and relate to only one young person. The last incident of challenging behaviour was in September 2018. Young people say that the worst behaviours they see are occasional episodes of swearing. Involved professionals are very confident in the safeguarding and behaviour management arrangements. One professional said, 'I want to commend them on their boundary setting.'

The effectiveness of leaders and managers: outstanding

The registered manager is both inspirational and aspirational, setting the highest of standards across care delivery. Her passion and enthusiasm for the work is tangible in everything she does. The culture of positivity that young people experience is driven by the manager, who acts as an excellent role model. Reflective practice is woven through care arrangements. Every opportunity is taken to identify and act on learning points.

Staff feel supported in their work and have the greatest respect for the management team. One member of staff said, 'They are very approachable. There is never a time when I feel they are not available.' Another member of staff said, 'I adore them. They are excellent role models. They advocate for the young people, who always come first.'

Involved professionals consistently convey a positive view of the service, confirming that joint working is highly effective. One professional commented, 'This is just a brilliant placement.'

Administrative tasks are highly organised, and the home runs smoothly. Staff are very clear that young people always come first, but staff also understand their administrative responsibilities.

The management team prioritises staff learning and development in a manner that stands out. Managers are aware of how this has a positive effect on the quality of care provided. Staff say that the registered manager demands a lot, but that this is respected. As well as a broad core training programme, service-specific training is arranged. Recent training included an introduction to a therapeutic model of care and awareness of attachment. Imaginative ways of incorporating learning and development are woven into daily routines. Examples include managers setting out scenarios for individual staff to develop their knowledge and provide challenge. 'Learning circles' are used effectively. Staff are encouraged to engage in personal reading, followed by a written evaluation to demonstrate that they can transfer their learning to practical situations commensurate with their role. This means that staff have an excellent understanding of their roles and responsibilities.

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: 1274093

Provision sub-type: Children's home

Registered provider: Homes 2 Inspire Limited

Registered provider address: 19 Elmfield Road, Bromley, Kent BR1 1LT

Responsible individual: Angela Muchatuta

Registered manager: Abigail Grabecki

Inspector(s)

Mary Timms, social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
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