

1255139

Registered provider: Homes 2 Inspire Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is privately owned and is registered to care for up to six young people.

Inspection dates: 5 to 6 March 2019

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: 10 October 2017

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/10/2017	Full	Good

What does the children's home need to do to improve?

Recommendations

- Children should be provided with appropriate furniture, such as a lockable cabinet or drawers to securely store personal items, including any personal information. ('Guide to the children's homes regulations including the quality standards', page 16, and paragraph 3.19)
- Under regulation 46, the registered person should review the appropriateness and suitability of the location and premises of the home at least once a year. The review should include the identification of any risks and opportunities presented by the home's location and strategies for managing these. Providers should refer to the non-statutory advice about the location assessment process: Children's homes regulation amendments 2014: Advice for children's homes providers on new duties under regulations that came in to effect in January and April 2014. ('Guide to the children's homes regulations including the quality standards', page 64, and paragraph 15.1)

Inspection judgements

Overall experiences and progress of children and young people: good

Young people admitted to this home make good progress and enjoy positive experiences. Managers ensure that new residents are well matched to the current residents. This means that relationships and dynamics between young people are positive.

Care planning supports young people's continuous progress. Care and placement plans are clear and are regularly reviewed. This means that staff have clarity about how to meet young people's needs.

A clear strength of this home is its success in engaging young people in education. Young people make good educational progress. They benefit from bespoke educational plans. Social workers confirm that young people who previously did not attend school now have excellent attendance and are motivated to learn. As a result, they progress to colleges or training. These combined factors enhance young people's life chances.

Staff promote young people's physical health. They encourage all young people to attend routine and specialist health appointments. Where young people refuse to attend, staff are persistent and put in place incentives to encourage attendance. This results in improved health.

A psychologist visits the home and provides consultation to staff. When needed, staff access the local child and adolescent mental health service. These services provide young people with the opportunity to discuss their emotional and psychological well-being. This supports improved mental health.

Since the last inspection, some young people have been supported to move to semi-independence. Young people confirmed that they leave the home with life skills which are essential for successful independence. Effective preparation for independence improves the long-term life chances of young people.

The home is generally well maintained and comfortable. Young people benefit from a homely environment and well-furnished bedrooms. However, young people need a secure cabinet to enable them to safely store personal items in their bedrooms.

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

Safeguarding arrangements continue to be very good. Safeguarding incidents, and staff practice, are monitored rigorously. This ensures that the home has high safeguarding standards. From the point of their admission to the home, risk-taking behaviours significantly reduce for all young people.

When young people have gone missing from the home, staff are effective in ensuring that young people are located and returned. Serious concerns are escalated to the multi-disciplinary team. This ensures that there is a rigorous approach to safeguarding strategies. Records of missing incidents are detailed and are monitored by managers. Over time, incidents of missing from the home reduce for young people.

Allegations are appropriately referred to the designated officer and safeguards are put in place to protect young people. The manager ensures that Ofsted is fully informed about the progress and outcomes of allegations. This shows robust safeguarding practice.

Recruitment practice is rigorous. Staff records show clear vetting and safe recruitment practice. This reduces the risk of unsafe adults working in the home.

The registered manager has a very clear understanding of the locality and known risks. This information is used to ensure that young people are only admitted to the home if it is suitable for them. The home has a written locality risk assessment in place. However, it does not accurately reflect risks, the strategies to manage risk or the views of relevant agencies.

The effectiveness of leaders and managers: outstanding

The registered manager has excellent knowledge and skills in residential childcare. She leads a highly effective team. This team ensures that high-quality residential care is provided to a range of young people.

The registered manager has high expectations of the staff team. She is an excellent role model and has expertise in developing the skills of the staff team. Staff members say that they feel valued and supported in developing their professional careers.

The registered manager has a clear understanding of young people's plans, needs and progress. She has rigorous systems in place to track behaviours. This means that patterns and trends can be monitored, and progress can be measured. This shows robust oversight of the effectiveness of care provision.

A strength of this home is that managers are unafraid to challenge decisions. They

professionally question social care professionals when they feel that decisions are not in the best interests of young people. They advocate on behalf of young people. This means that young people benefit from the best possible care experience.

Managers have a clear understanding about the strengths and weaknesses of the home. They have comprehensive development plans in place which demonstrate an ambitious vision for the home.

Partnership arrangements are highly positive. All professionals report high levels of satisfaction and say managers and staff communicate very well.

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: 1255139

Provision sub-type: Children's home

Registered provider: Homes 2 Inspire Limited

Registered provider address: Homes 2 Inspire Limited, 19 Elmfield Road, Bromley, Kent BR1 1LT

Responsible individual: Mark Trinder

Registered manager: Rachel Rodriguez Rosario

Inspector

Amanda Ellis, social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
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