

1255746

Registered provider: Homes 2 Inspire Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is run by a private organisation. It provides care for up to five children aged 11–18 who have a range of complex needs. The aim of the home is to stabilise children's lives and nurture their potential and progress to more independent living.

The manager registered with Ofsted in June 2018.

Inspection dates: 21 to 22 August 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 **good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 19 December 2018

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/12/2018	Full	Good
14/06/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children have made good progress since moving into the home. Staff work hard with other professionals to help the children achieve this. A consistent and motivated staff team has good, trusting relationships with the children and understands their individual needs and behaviours.

Two children have recently returned to their family homes. Staff supported the children and their families to facilitate positive transitions.

Staff understand the importance of contact for children and their families and work well with social workers and parents to facilitate this. As a result, two children have begun to have regular contact with their parents.

Regularly reviewed, individualised, child-centred placement plans guide staff effectively. Children are involved in reviewing these plans, which helps them to understand and contribute to their care planning.

Education attendance has significantly improved since the children moved into the home. Staff understand the importance of education and proactively support children to attend school.

Staff spoke about the children with warmth and affection. The children are clearly at the centre of staff's practice.

Children benefit from regular key-work sessions. These sessions are used to discuss children's wishes and feelings and behaviours. The sessions are recorded in detail and the children comment on what they have learned from the session. The sessions are meaningful to the children.

The main areas of the home are decorated to a good standard. The children's bedrooms have been redecorated, and redecoration of the hall, stairs and landing has been started. Children were involved in choosing the decor.

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

A child said that he feels safe at the home because the staff look after him and he feels able to talk to them about anything. Staff have a good understanding of safeguarding and have attended all relevant training, which equips them to work safely with children.

Parents and social workers said that staff work with the children to teach them how to keep themselves safe in the community. There is good evidence in key-work sessions to support this.

A police officer said that the manager works with them in respect of potential new admissions and always informs them when new children arrive at the home. There is proactive working between the police and the staff.

Staff challenge unwanted behaviours and reinforce boundaries. Staff have reflective conversations with the children after an incident to help them to understand their actions and find more appropriate ways of managing their thoughts and feelings. These effective strategies help children to manage their behaviours and reduce the frequency of incidents.

Incidents of children going missing from the home have decreased. Staff actively search for children and use debriefings and key-work sessions after each incident. Children have individualised missing-from-home protocols, which support the staff should the children go missing. Children have return-to-home interviews from an independent person. These actions help staff to understand why the children go missing and enable children to reflect on their behaviour and decisions.

Physical interventions have decreased since the last inspection because the staff have looked at patterns and trends and implemented plans to help children during potentially difficult times. Discussions following each incident help children to understand and regulate their behaviours.

The effectiveness of leaders and managers: good

The manager and deputy work well together and share the same vision to drive the home forward. They clearly want the best outcomes for children, and this is mirrored by the staff team.

Staff speak openly and honestly with the children. This helps children to understand past traumas and to move forward.

Staff receive regular supervisions and appraisals, which they said are supportive and help them to reflect on and develop their practice.

Staff seek the children's wishes and feelings in a variety of ways. Staff have monthly meetings with children to gain the views. The record of the meetings and outcomes helps children to understand that their wishes and feelings are taken seriously and acted on.

The manager confidently raises issues with external professionals if she feels that the actions are not in the best interest of the child or fail to safeguard the child.

Staff have or are currently working towards a relevant level 3 qualification.

The manager has met all the requirements and recommendations from the last inspection.

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: 1255746

Provision sub-type: Children's home

Registered provider: Homes 2 Inspire Limited

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

Responsible individual: Suntheep Kainth

Registered manager: Sanita Marshalleck

Inspectors

Trish Palmer, social care inspector

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