

# 1256367

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.

The appropriately qualified manager was registered in May 2019.

**Inspection dates:** 13 to 14 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 **requires improvement to be good**

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

**Date of last inspection:** 28 February 2019

**Overall judgement at last inspection:** declined in effectiveness

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/02/2019	Interim	Declined in effectiveness
01/05/2018	Full	Good
16/01/2018	Full	Requires improvement to be 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 leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential; and promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose;</p> <p>ensures that the home has sufficient staff to provide care for each child.</p> <p>(Regulation 13 (1)(a)(b)(2)(a)(c))</p>	27/09/2019
<p>The care planning standard is that children receive effectively planned care in or through the children's home.</p> <p>(Regulation 14 (1))</p> <p>In particular, this relates to the need for plans to reflect an appropriate level of detail about young people's individual needs and to clarify how each area of care will be met.</p>	27/09/2019
<p>The registered person must make arrangements for the handling, recording, safekeeping and safe administration of medicines received into the children's home.</p> <p>(Regulation 23 (1))</p>	27/09/2019
<p>The registered person must ensure that within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes—</p>	27/09/2019

<p>a description of the measure and its duration;</p> <p>the effectiveness and any consequences of the use of the measure. (Regulation 35 (3)(a)(iv)(vii))</p>	
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## Recommendations

- Staff should support children to be aware of and manage their own safety both inside and outside the home to the extent that any good parent would. ('Guide to the children's homes regulations including the quality standards', page 43, paragraph 9.9)

In particular, this relates to the wearing of a safety helmet and other appropriate protection when young people are riding a skateboard.

## Inspection judgements

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

Young people enjoy settled placements and all young people make positive progress. They speak confidently about life at this home. One young person said, 'It is the closest to a homely setting it could be.' Trusting relationships develop between staff and young people. This means that young people accept and generally respond well to the guidance and support they receive.

Most young people demonstrate improved attendance and achievement in school. However, there are still lost opportunities for learning due to some unstructured periods, during what should be a full school day.

Staff provide a range of opportunities for young people to take part in stimulating leisure activities. This helps to improve young people's self-esteem. Recent activities have included a holiday to the seaside and trips to the cinema, and young people take part in a range of clubs and sporting activities of their choice.

Managers and staff prioritise young people's health and general well-being. Young people are registered with primary healthcare services and attend routine appointments. Staff are mindful of young people's emotional well-being, and any change in a young person's mood is monitored. Communication with external professionals is reported as being excellent. This means that changing care needs are evaluated appropriately and care arrangements are adjusted when necessary.

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

Young people feel safe and say that they are comfortable about speaking with staff if they have a concern. One young person said that they felt safer because of the protective behaviours work carried out at the home.

Professionals consistently report that safeguarding arrangements are effective. Staff have an appropriate awareness of the potential risks for individual young people. A social worker said, with regard to one young person, that there had been a notable reduction in risky behaviours and offending. On the whole, risk management plans are implemented effectively. However, staff do not ensure that young people wear protective helmets and clothing when using skateboards in the community. This raises the potential for an injury to occur.

Since the last inspection, staff have received additional safeguarding training. Recording practice has improved. These developments have strengthened safeguarding arrangements. When young people go missing, the staff response is appropriate and well-coordinated. This means that the risk of harm for young people is reduced.

## **The effectiveness of leaders and managers: requires improvement to be good**

The leadership team considers that the home's staffing ratio works well. However, the inspection identified an occasion when a young person was left at potential risk of harm due to low staffing levels. There was a delay of four hours before staff collected a young person because there were no staff available. This was inappropriate to the specific plans for the young person concerned.

Shortfalls have been identified in the medication administration system. There are also shortfalls in the use of sanctions within behaviour management strategies. There was not deemed to be any serious impact on young people as a result of these shortfalls. However, there is potential for harm linked to weaknesses in management monitoring.

A range of improvements have been implemented across the setting since the last inspection, meeting the requirements set at that time. Staff have an improved understanding of their roles and responsibilities when a young person is missing from the home. The education arrangements for young people have improved. Staff have an improved awareness of young people's individual plans. However, some plans lack sufficient detail. This raises the concern that some areas of need may go unmet.

Changes across the management team are imminent, however there are robust plans in place to minimise any disruption. The previous deputy manager's promotion to the role of manager has already been embedded within the service. The new manager knows the service well. He is enthusiastic and has identified plans to drive forward improvements for young people.

There is a core team of stable staff who have good relationships with young people and are committed to their role. Staff feel supported and receive training to support their

work.

## **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:** 1256367

**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:** Angela Muchatuta

**Registered manager:** Andrew Pearsall

## Inspector

Mary Timms, social care inspector

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