

1254308

Registered provider: Homes 2 Inspire Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The provider states in its statement of purpose that it provides care for up to five young people with social and/or emotional difficulties.

The manager has been registered since April 2019.

Inspection dates: 10 to 11 September 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 February 2019

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/02/2019	Full	Requires improvement to be good

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

Recommendations

- Homes must gain consent to any monitoring or surveillance by the placing authority ('Guide to the children's homes regulations including the quality standards', page 16, paragraph 3.16). This is with particular reference to the use of bedroom door alarms. Managers should also review and ensure that relevant parties are aware of the monitoring capabilities of the prepaid card system used by young people.
- The registered person should ensure that recruitment plans include recruitment of qualified staff. ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 13.1)

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, young people have made good progress and continue to do so. Progress is particularly evident in relation to young people's education and health. Young people are happy and settled. One said, 'I love it here, I am very happy, I wouldn't want to be anywhere else.'

All young people are now receiving education. One young person is now at college studying theatrical make-up, having already achieved qualifications of a higher level than had been expected. Attendance at school has improved dramatically. For some young people, 100% attendance, even for a few consecutive days, has been a huge achievement. Staff support young people who are anxious about school. The staff's understanding of emotional well-being has enabled one young person to reduce her anxieties to a level where she can attend education.

Young people and staff have all made efforts to become more health conscious. Exercise, physical activities and healthier eating are all encouraged. Mealtimes have become more of an event, with everyone sitting together to share in a meal. Meals are usually home cooked and nutritious.

Young people enjoy a range of activities, including walking, going to the cinema, river rambles and childhood games such as hide and seek. Young people have enjoyed a weekend in Wales and a week's activity holiday. These opportunities have helped to build positive relationships and improve young people's emotional well-being.

Achievements and milestones are celebrated. Young people's progress is monitored and recorded regularly. Because young people are helped to recognise the progress that they

make, they grow in confidence.

Young people share their views and voice their opinions during regular house meetings. The registered manager or the deputy manager now attends these meetings. Having the decision makers present means that young people feel they have been listened to.

Young people are encouraged to be more independent. They carry out household chores and take responsibility for their own spending. They use a prepaid debit card system that enables them to see how much they are spending and what money they have left. There is a monitoring aspect to these cards, and the manager must ensure that everyone is aware that this is the case. Bedroom doors have alarms, and their use also needs to be reviewed.

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

The quality of risk assessment and risk management is good. Staff implement appropriate risk control measures that help to keep young people safe. Incidents of young people going missing from home have significantly decreased in number in recent months. Incidents of self-harm have also reduced in number. This is due, in part, to very good relationships between staff and young people. Strong relationships support a culture of openness and honesty between staff and young people.

Young people participate in 'safe zone' work. This helps them to identify where and how they feel safe and shows staff how they can support young people to become safer inside and outside the home.

There have been some concerning incidents during which young people have obtained alcohol, become intoxicated and caused damage to the home. The staff's responses to these incidents have improved through debriefs and training. Issues relating to drug and alcohol misuse are discussed with young people through in-depth key-worker sessions, and with support from specialist agencies. Young people begin to recognise the dangers of alcohol misuse and the consequences of their behaviour.

The effectiveness of leaders and managers: good

Management of the home has improved significantly, providing better experiences for young people, increased safety and a happier staff team.

Staff feel supported by the senior team and their peers. Regular good-quality supervision and team meetings, as well as thorough debriefs after incidents, help staff to progress. An extensive range of training courses help staff to understand the needs of young people. Staff take on lead roles within the home in areas such as safety, independence and harmful behaviour. This helps to build their confidence in their knowledge of these topics, and provides other staff with a 'go-to' person if they need advice. The manager has completed training in mental-health first aid. This, combined with external

counselling services, helps staff to build their resilience when dealing with difficult situations.

There has been an increase in staff numbers recently. This brings new skills and experience to the team. Many of the new staff are not yet qualified, but are undertaking the required course. The organisation should consider appointing some qualified staff in the next recruitment phase.

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: 1254308

Provision sub-type: Children's home

Registered provider: Homes 2 Inspire Ltd

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

Responsible individual: Suntheep Kainth

Registered manager: Rebecca Blacker

Inspector

Judith Longden: social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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E: enquiries@ofsted.gov.uk
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