

1278708

Registered provider: Homes 2 Inspire Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is a solo placement caring for one child or young person who has complex needs, which may include challenging behaviours and emotional needs.

The experienced, qualified manager was registered when the home first opened in July 2018. He is also the joint registered manager of a local sister service.

Inspection dates: 23 to 24 October 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: 29 January 2019

Overall judgement at last inspection: good

Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|----------------------|
| 29/01/2019 | Full | 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 |
|---|------------|
| The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received into the home. (Regulation 23 (1)) | 14/11/2019 |

Recommendations

- Staff should be familiar with the home’s policies on record keeping. (‘Guide to the children’s homes regulations including the quality standards’, page 62, paragraph 14.4)
- Staff should continually and actively assess the risks to each child and the arrangements in place to protect them. (‘Guide to the children’s homes regulations including the quality standards’, paragraph 9.5, page 42) In particular, this relates to the security of potentially dangerous tools stored in the home.

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of the inspection, there was one young person living at this home. Staff have provided this young person with consistent care and support. The young person has benefited from placement stability over the last six months, following several months of placement instability. The quality of care provided has been praised by involved professionals. This period of stability has supported a multi-agency understanding of the young person’s care needs.

Young people’s participation is seen as important and their contribution to how the home is run is sought at every opportunity. As a result, young people feel that their views are important. The young person in residence has built positive relationships with staff. She trusts them and knows that they want the very best for her.

Staff ensure that young people have access to a range of developmental and leisure activities. Staff use these activities to improve young people’s confidence.

Staff recognise the importance of young people's physical and emotional health and well-being. Young people do not always follow the advice and guidance from staff, but staff continue to promote a healthy lifestyle and good self-care skills. Weaknesses in the medication administration system have been identified. This includes errors in transposing prescribing directions into daily records. There is also a lack of clarity about the actions taken when a young person refuses prescribed treatments.

Young people receive a high level of support to attend and achieve within school. Staff prioritise education, but also recognise when a low emotional mood might restrict young people's ability to engage. In respect of the young person currently living at the home, an education professional said: 'The way they have supported her education is extraordinary. This means she is able to access a range of education opportunities.'

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

The team understands the complex vulnerabilities of young people. They work cohesively to promote safety and reinforce protective behaviours at every opportunity. Comments from involved professionals confirmed that there are appropriate safeguarding arrangements in place. For example, one professional said: 'They have done everything and more to manage the risks.'

Staff manage difficult behaviours well, and they follow detailed risk management strategies. The team recognises when their endeavours are not effective. More recently, professionals and family members have agreed a multi-agency risk management plan. This demonstrates that the team and external stakeholders work together to protect young people.

Involved professionals spoke highly of the steps staff have taken to protect the young person currently living at the home. Reference is made to the staff's commitment to safeguarding the young person, which on occasions has put staff at risk of harm.

The team has faced many challenges in working to promote behavioural changes and to keep the young person safe. Staff have demonstrated calmness and resilience. Physical intervention and punitive sanctions are only used as a last resort. Incentives, the use of relationships and the occasional reparation consequence are integral to the home's behaviour management strategies.

Potentially dangerous hand tools are not always stored securely. This raises the potential for harm.

The effectiveness of leaders and managers: good

The team benefits from the enthusiasm and drive shown by the registered manager. Staff hold the manager in high regard and recognise that the high standards he demands promote good outcomes for young people.

Young people are supported by appropriate numbers of suitably experienced staff. The manager is currently reviewing shift patterns with senior managers. This is important and demonstrates that he is mindful of the impact of poor sleep and managing complex behaviour on staff. The manager strives to promote the resilience of staff.

The manager closely monitors the progress young people make. He understands the strengths and weaknesses of the service. He works closely with the placing local authority to adjust placement and risk management plans as and when required.

Staff understand their roles and responsibilities and work effectively to provide well-organised care. Established and appropriate training programmes are provided for staff. Core staff training is supported by more specific training to meet young people's emerging needs. Staff feel supported and said that this is a happy place to work.

Record keeping is generally well organised. However, weaknesses are identified in relation to the security of confidential information recorded and stored in the home's daily log.

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: 1278708

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: Angela Muchatuta

Registered manager: David Bartlett

Inspector(s)

Mary Timms, social care inspector

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