

1256059

Registered provider: Homes 2 Inspire Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately-run children's home provides care and accommodation for up to five children and young people who may be experiencing emotional, social and behavioural difficulties. The manager has been registered since 2019.

Inspection dates: 19 to 20 November 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: 4 December 2018

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
04/12/2018	Full	Good
21/11/2017	Full	Good

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

Recommendations

- When a child returns to the home after being missing from care or away from the home without permission, the responsible local authority must provide an opportunity for the child to have an independent return home interview. Homes should take account of information provided by such interviews when assessing risks and putting arrangements in place to protect each child. ('Guide to the children's homes regulations including the quality standards', page 45, paragraph 9.30)

Inspection judgements

Overall experiences and progress of children and young people: good

Children receive good care and support from the staff team. They feel well supported and listened to. They make progress in all areas of their lives. A social worker stated: 'The progress for the child I have placed in this home has been amazing in a short space of time. They are forming attachments with staff and really starting to open up, which is lovely to see.'

Education attendance and engagement have been an issue for most of the children in the past. Staff have worked hard to support the reintegration of children into education provisions. Children feel well supported to address their attendance and attainment. When not attending education, children have a range of education-based activities to complete with staff. There is a good focus on promoting the value of education in this home.

Children have their health needs well met. When appropriate, staff support them to make their own routine health appointments. They have access to specialist services to support them with their mental health and more complex health needs. One child has a fear of attending the dentist. Staff have worked closely and imaginatively with a local dental practice to enable the child to attend appointments. Staff work at the child's pace, to enable them to overcome their fears and anxieties.

A requirement was set at the last inspection in relation to the recording and administration of medication. Managers undertook an audit of recording systems and have put in place more robust systems.

Children feel able to express their wishes, views and feelings openly. They feel valued and feel able to raise any concerns they may have. There have been no complaints from children since the last inspection. This reflects their confidence in speaking with managers and staff to resolve issues informally.

Children are supported to visit and keep in touch with family members and significant others. Staff demonstrate a commendable understanding of the complex relationship issues for children in their care. They provide transport and supervision for family contacts.

Staff prepare children well for their eventual move to adult services. A detailed independence assessment programme is in place. Children learn a wide range of independence skills. They grow in confidence as a result.

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

Staff understand the children's risks and vulnerabilities well. Staff undertake regular key-work sessions with children. This enables staff to sensitively address any presenting concerns. Children are also involved in devising their own risk assessments and behaviour management plans. This enables them to take responsibility for their own behaviour to understand their own vulnerabilities.

Staff manage risky situations well. They understand the triggers and proactively support children to manage their emotions. They respond calmly and sensitively to children in crisis. Children understand the boundaries that are in place. As a result, there is little use of physical restraint in this home.

Staff recruitment procedures are clear and robust. They prevent unsuitable adults from working with vulnerable children.

Several children have regularly gone missing from care. Detailed risk assessments and protocols are in place and fully adhered to. Staff always work with children on their return to try to identify the reasons for the missing-from-home episodes. The placing authority has failed to provide an opportunity for children to have an independent return home interview for each missing-from-home episode.

The effectiveness of leaders and managers: good

The registered manager came into post earlier this year, as did the deputy manager. They show real ambition and commitment to both the children and staff team. They understand the very complex needs of the children in their care. They act as strong advocates for children and staff.

Managers and staff monitor all aspects of the care provided to children. They challenge placing authorities and others if there is any failure to meet needs. They have formed close and positive working relationships with a range of agencies. This increases the potential for children to make progress.

Staff feel well supported and valued in their roles. They receive regular supervision and annual appraisals of their performance. They have access to good-quality training. Each month, the manager sets a theme for staff to consider. These have included bullying,

self-harm and exploitation. Learning is then embedded into practice. This shows that the management team is committed to continual improvement. Staff also have opportunities to undertake management qualifications. This provides staff with a clear career path.

Management monitoring and oversight of the home are good. Managers are supported to improve the home by comprehensive monthly reports from an independent visitor.

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: 1256059

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: Karl Haywood

Inspector

Tracy Murty, social care inspector

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