

1255139

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 registered to provide care and accommodation for up to six young people. The home's statement of purpose states that it will consider children aged from 10 to 17 years with a range of needs.

The manager has been registered since November 2019.

Inspection dates: 13 to 14 January 2020

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 **outstanding**

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

Date of last inspection: 5 March 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/03/2019	Full	Good
10/10/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Young people living at this home are making good progress in many areas of their lives. Some young people have lived in the home for over a year and they continue to make positive progress. Other young people have moved into the home in the last few months. They quickly begin to stabilise and settle into the home because of the care provided to them by the dedicated staff team.

The well-led and well-managed staff team develops positive and trusting relationships with young people. The staff team members show patience, tenacity and drive in ensuring that young people progress well. As a result, young people learn that they can rely on staff and that the staff care about them. One young person described the home as 'sound'.

The manager and staff understand the importance of a good education for young people. There is an expectation that young people will attend education and participate. Young people, some of whom have previously struggled to attend education regularly, quickly adapt to the routines of the home. One young person, who had been out of education for a considerable length of time before moving to the home, is now attending college and has aspirations for his future. When young people experience disruption in their education placements, staff ensure that young people receive the individual support they need to re-engage.

Young people enjoy a range of positive experiences. They are able to let staff and the manager know how they feel, and their voices are heard. Young people enjoyed an active summer holiday and they regularly take part in energetic sports of their choice, such as boxing and basketball. This helps young people to remain fit and healthy.

Young people develop and maintain relationships with people who are important to them. This has resulted in young people now being able to spend a longer time, and to have more rewarding relationships, with the people who are significant to them. For young people who live a long way away from home, staff ensure that they are supported to maintain contact with important people, such as their friends. This helps young people to develop a positive support network.

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

Young people living at this home are kept safe. Staff understand the potential risks and vulnerabilities facing young people, both within the home and in the community. Staff manage young people's concerning behaviours well. The consistent routine of the home, clear rules and boundaries help young people to develop a sense of safety and trust in staff. Incidents of physical intervention are rare.

Although young people are currently experiencing a very stable home environment, there have been some periods of instability since the last inspection. This has included

some young people going missing. When incidents do occur, they are dealt with very well. Staff make extensive efforts to ensure that the young people's whereabouts are established. Independent return interviews are carried out and a multi-agency approach is used to ensure that an effective safety plan is in place.

Young people benefit from one-to-one key-work sessions with their key workers. These sessions are individualised to meet the needs of young people and have included topics such as how to be safe in the local community, smoking cessation and substance misuse support. They help young people to begin to understand their behaviours and to make the necessary changes. For one young person, substance misuse has reduced since the summer.

Staff undertake a range of training to help them to keep young people safe. Managers have developed a culture in which the safeguarding and protection of young people is well established across the home. This includes following safer recruitment practice, which helps to ensure that only suitable people work with young people.

The effectiveness of leaders and managers: outstanding

The manager provides exceptional leadership. She was the home's deputy manager prior to becoming the manager. As a result, there has been consistency for young people during the change in the leadership team. This stability has been extremely beneficial for the young people who have lived in the home for an extended period of time. Young people know and respect the manager.

The manager is suitably qualified and well experienced. She is committed to ensuring that excellent standards of care are provided at all times in the home. She speaks about young people with knowledge, passion and enthusiasm. She is able to model good practice and to monitor staff performance and the quality of care through her inclusive and open management style.

Monitoring and review systems in place in the home help to drive development and ensure that young people receive high-quality care. An independent visitor visits the home once a month and produces a monitoring report. These visits are thorough. The manager describes how the visits provide additional scrutiny and support in ensuring that the home is well run. Recommendations are received well by the manager, which further helps to drive improvement.

Multi-agency working is a priority and the manager and staff regularly advocate for the young people. All stakeholders consulted were extremely positive about the care that young people are receiving. All feedback was excellent. A social worker said about a young person: 'He is happy and settled in placement and is thriving where he is.' Managers and staff feel confident to challenge other agencies when young people are not receiving the services that they need. The manager is a strong and dedicated advocate for young people. She is acutely aware of good placement matching, making decisions that are only in the best interests of the young people already living at the home. If there is placement instability, the manager quickly and decisively engages with

multi-agency partners to lessen any negative impact on young people.

All staff spoken to reported feeling very happy working at the home. Several mentioned how much they 'love' their jobs. Staff members spoke about young people positively and were brimming with pride. They form a highly dedicated and enthusiastic team. All staff demonstrated good knowledge of each individual child's needs.

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: 1255139

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: Kelly Gliszczynski

Registered manager: Kadri Milistver

Inspector

Catherine Honey: social care inspector

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