

# 1256135

**Homes 2 Inspire Limited**

Monitoring visit

Inspected under the social care common inspection framework

## **Information about this children's home**

This privately owned children's home is operated by a large national provider. It is registered to care for up to three children who have complex needs and have experienced trauma and loss.

There is currently no registered manager in post.

**Inspection date:** 16 December 2020

## **This monitoring visit**

Ofsted inspected the home on 13 and 14 October 2020. Serious and widespread concerns were identified. As a result, Ofsted took the decision to issue the home with a notice to vary a condition of the registration. Ofsted considered this to be the most appropriate action and believed that reducing numbers from five children to three, on an urgent basis for up to 12 weeks, would give managers and staff the opportunity to reduce the risk of harm that was present in the home. Additionally, Ofsted issued a compliance notice under regulation 13 (the leadership and management standard).

A monitoring visit was carried out on 3 November 2020 to review the notice to vary a condition of the registration. At this monitoring visit, inspectors found that, despite the number of children being reduced to three, children were not safe in the home. As a result of the significant concerns identified, Ofsted made the decision to issue a notice to suspend the registration of this home. This took immediate effect from 4 November 2020 until 26 January 2021.

This monitoring visit was specifically aimed at reviewing the suspension notice and was undertaken remotely.

The provider has complied with the suspension notice. The organisation is currently refurbishing the home.

The registered manager and responsible individual have both left the organisation. Recruitment is currently taking place to fill these roles. The staff are working in other homes in the organisation and are receiving further training and reflection.

Ofsted will continue to monitor the home and will keep the suspension notice under regular review.

The requirements raised at the inspection on 13 and 14 October 2020 have not been reviewed and therefore remain in place.

## **Recent inspection history**

Inspection date	Inspection type	Inspection judgement
24/02/2020	Full	Good
04/02/2019	Interim	Improved effectiveness
24/04/2018	Full	Good
30/11/2017	Interim	Sustained effectiveness

## 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 quality and purpose of care standard is that children receive care from staff who understand the children's home's overall aims and the outcomes it seeks to achieve for children.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure that staff protect and promote each child's welfare and ensure that the premises used for the purposes of the home are designed and furnished so as to meet the needs of each child. (Regulation 6 (1)(a)(2)(ii)(c)(i))</p>	11 January 2021
<p>The positive relationships standard is that children are helped to develop, and to benefit from—</p> <p>relationships based on mutual respect and trust;</p> <p>an understanding about acceptable behaviour and positive responses to other children and adults. (Regulation 11 (1)(a)(b)(c))</p>	11 January 2021
<p>The protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child;</p> <p>take effective action whenever there is a serious concern about a child's welfare and that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm;</p> <p>that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each</p>	11 January 2021

child from avoidable hazards to the child's health. (Regulation 12 (1)(2)(a)(i)(vi)(b)(d))	
<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</p> <p>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>ensure that staff work as a team where appropriate;</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</p> <p>ensure that the home has sufficient staff to provide care for each child;</p> <p>understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home. (Regulation 13 (1)(a)(b)(2)(a)(b)(c)(d)(f))</p>	11 January 2021
<p>The care planning standard is that children receive effectively planned care in or through the children's home.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home's statement of purpose;</p> <p>that arrangements are in place to ensure the effective induction of each child into the home. (Regulation 14 (1)(a)(2)(b)(i)(ii))</p>	11 January 2021
No measure of control or discipline which is excessive, unreasonable or contrary to paragraph (2) may be used in relation to any child. (Regulation 19 (1))	11 January 2021

<p>The registered person must ensure that—</p> <p>any limitation placed on a child's privacy or access to any area of the home's premises is intended to safeguard each child accommodated in the home;</p> <p>is necessary and proportionate;</p> <p>is kept under review and, if necessary, revised;</p> <p>allows children as much freedom as is possible when balanced against the need to protect them and keep them safe. (Regulation 21 (c)(i)(ii)(iii)(iv))</p> <p>In particular, the appropriateness of using bedroom door alarms needs to be fully considered and kept under review.</p>	<p>11 January 2021</p>
<p>The registered person must ensure—</p> <p>that all employees undertake appropriate continuing professional development;</p> <p>receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(a)(b))</p>	<p>11 January 2021</p>
<p>The registered person must prepare and implement a policy ("the behaviour management policy") which sets out—</p> <p>how appropriate behaviour is to be promoted in the children's home;</p> <p>the measures of control, discipline and restraint which may be used in relation to children in the home.</p> <p>The registered person must ensure—</p> <p>that within 24 hours of the measure of control, discipline or restraint in relation to a child in the home, a record is made which includes—</p> <p>the effectiveness and any consequences of the use of the measure. (Regulation 35 (1)(a)(b)(3)(a)(vii))</p>	<p>11 January 2021</p>
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious;</p> <p>there is an allegation of abuse against the home or a person working there; or</p> <p>there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(b)(c)(e))</p>	<p>11 January 2021</p>

## Recommendations

- Some records may be kept electronically (regulation 38) provided that this information can be easily accessed by anyone with a legitimate need to view it and, if required, be reproduced in a legible form. Electronic records should be held at the individual home in accordance with data protection principles. IT systems should ensure the safe storage of these records and business continuity planning should be in place to prevent loss or damage to them. ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 14.2)

## Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

## Children's home details

**Unique reference number:** 1256135

**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:** Post vacant

**Registered manager:** Post vacant

## Inspector

Louise Battersby, social care inspector

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