

1256058

Registered provider: Homes 2 Inspire Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and operated by a private organisation. It is registered to provide care and accommodation for up to five children with emotional and/or behavioural difficulties.

The manager is not currently registered with Ofsted.

Due to COVID-19 (coronavirus), at the request of the Secretary of State, we suspended all routine inspections of social care providers on 17 March 2020.

Inspection dates: 18 and 19 May 2021

Overall experiences and progress of children and young people, taking into account **good**

How well children and young people are helped and protected outstanding

The effectiveness of leaders and managers good

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

Date of last inspection: 21 October 2019

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/10/2019	Full	Outstanding
11/12/2018	Full	Outstanding
06/09/2017	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: good

Children are happy in the home and have strong relationships with staff. Staff support children to care for pets, such as hamsters and snakes. The manager ensured that children had external 'bubbles' with family and friends during the COVID-19 pandemic. This enabled children to maintain relationships with people who are important to them. Children have opportunities to access community clubs. One child currently engages in a basketball club. These opportunities enhance children's experiences while living at the home.

Children's plans are clear. Pathway plans focus on the journey the child has made and evidence their progress. This enables children to better understand the progress they have made during their time at the home.

Transitions are well managed, and children have plans to build on their future. Children celebrate their achievements in individual 'my journey' plans, which are carefully planned. As a result, two children are currently being supported with driving lessons. These plans allow children to learn lifelong skills.

Most children attend appropriate educational provision and are making progress. One child is not currently accessing education or training yet. Instead, they are accessing work in a local business, with no educational input as required. The manager is supporting the child to apply for post-16 courses but with limited success. One child is completing advanced studies and is awaiting confirmation for a place at university. The home has provided support to the child to access education. This has allowed the child to pursue their educational goals.

Children's key-work sessions and meetings are regular. These are used to discuss the things that matter most to children, including the effects of the COVID-19 pandemic. This has been far-reaching for children who are coming to terms with some significant changes within the home. This has been dealt with sensitively by the committed staff team.

Children access a range of experiences in a creative manner. They attended a local silent protest, which was taking place to raise awareness of racial inequality. Children and staff regularly raise money for charities. Children support local community projects, for example homeless charities and the local hospital during the COVID-19 pandemic. Another example is a child who created crocheted hearts for the local hospital. This was during the pandemic, to help comfort people suffering with bereavement. In turn, children have a better understanding of community engagement and self-worth.

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

Children's behaviour support plans are of excellent quality. Staff fully consider the physical holds used for the children and provide excellent support during and after any incident. The manager reviews every incident, and these are quality assured by senior managers. This ensures that incidents and reports are exceptionally clear and any concerns are quickly identified and acted on. As a result, the children can express their worries and emotions safely.

Children who go missing experience thorough responses that reduce the risk of harm to them. The manager ensures that there are clear and consistent boundaries in place. The manager also ensures that staff are alert to risks in the community, using supervision as a tool to ensure that staff are fully aware. Children are fully aware and involved in the review of their risk management plans and are aware of the risks in the community. This has led to a notable reduction in missing episodes for two children in the home who previously went missing.

The manager has a good relationship with the designated officer. Investigations into allegations or suspicion of harm are shared quickly. The manager acts on advice from the designated officer. This ensures that children are protected.

The effectiveness of leaders and managers: good

The manager ensures that children's care plans are clear. Pathway plans are regularly reviewed and clearly identify progress. This enables children to see how they have changed and celebrate their achievements. Staff receive regular practice-led supervision. The manager discusses scenarios of contextual safeguarding risks that children may face. This means that staff understand their responsibilities. This enables staff to refresh and improve their skills.

Staff receive six-monthly appraisals. The provider has a system of 'top talent' to allow staff to develop their skills and progress. Appraisals target learning for the staff team. Extra learning is in place through training. Children enjoy spending time with a committed and skilled team.

The manager has a good understanding of the home's strengths. The manager responds in a timely manner to shortfalls in practice. By using a lessons-learned approach, the manager creates a culture of reflective practice. Staff can better adapt their practice to meet the needs of individual children. As a result, children enjoy these improvements.

Feedback from professionals is positive about the progress that children are making. One professional commented on an error which led to a child missing their statutory review. A new appointment checking system is in place but requires time to embed.

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

Recommendation

- The registered person should work in partnership with relevant people, as appropriate, to ensure that each child is provided with support to attend all statutory meetings. ('Guide to the children's homes regulations including the quality standards', page 22, paragraph 4.6)

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, 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: 1256058

Provision sub-type: Children's home

Registered provider: Homes 2 Inspire Limited

Registered provider address: Lumonics House, Valiant Office Suites, Valley Drive, Swift Valley Industrial Estate, Rugby CV21 1TQ

Responsible individual: Sanita Marshalleck

Registered manager: Post vacant

Inspector

Matt Nicholls, Social Care Inspector

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Piccadilly Gate
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M1 2WD

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