

# 1255747

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 home provides care for up to five children who may be experiencing emotional, social and behavioural difficulties. The manager has been registered with Ofsted since February 2021.

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.

We last visited this setting on 27 October 2020 to carry out an assurance visit. The report is published on Ofsted's website.

### Inspection dates: 8 to 9 June 2021

**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:** 16 October 2019

**Overall judgement at last inspection:** requires improvement to be good

**Enforcement action since last inspection:** none

## Recent inspection history

<b>Inspection date</b>	<b>Inspection type</b>	<b>Inspection judgement</b>
16/10/2019	Full	Requires improvement to be good
13/03/2019	Interim	Sustained effectiveness
09/04/2018	Full	Good
10/10/2017	Full	Requires improvement to be good

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Children have continued to make very good progress, despite the pandemic. Some came to the home in a state of worry and anxiety and are now looking forward to a brighter future.

Each child has an education package which is realistic for them and which enables them to progress. Children who have not been in education for some years have now been enrolled onto appropriate college courses. Education success is celebrated. One child told the inspector about their achievement in securing an apprenticeship, saying: 'Everyone is buzzing about it.'

Children's cultural needs are well considered, and their individuality is respected. For example, one child has expressed a wish for dual nationality. The manager is working hard to see if this can be achieved.

Children are healthier in this home than they were before their arrival. Their emotional well-being is a top priority. Children receive counselling and support from appropriate professionals. Staff have recently completed some training around current research into mental health and there are resources for children to engage in, such as worksheets and books.

Children are physically active and supported to maintain good physical health. They engage in gym sessions and sporting activities. The manager has arranged some mentoring from a top football team, which one child is particularly enjoying. Another child has been very well supported to have a medical procedure that he was very fearful of. He is now looking forward to a healthier future.

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

When children come to the home, they are often in crisis and many have been unsafe. Risks start to reduce soon after their admission. Children become significantly safer over time.

Children learn how to control their anger. As a result, they experience less police intervention. Children engage with other professionals very well. This means that they have better access to services. The staff and manager collaborate very well with youth offending teams, the police and mental health services to ensure that children receive appropriate support.

Children who have previously misused drugs are given the right support. One child told the inspector: 'I used to drink a lot and smoke weed and I have not touched it since I came here.'

Staff responses to children's risks are consistently good. For example, when children go missing, they look for them and work well with other professionals to ensure that the children return safely.

Individual one-to-one sessions between staff and children provide a safe space to talk about and explore risk. This has a positive impact because children learn about how they can be safer.

### **The effectiveness of leaders and managers: good**

The manager is very committed to the children. She and her capable deputy have managed the home very well through a very difficult year. Children have continued to make good progress, despite the challenges presented by the pandemic. The home is steadily improving under the current management.

There have been some changes in the staff team and there have been times when the home has been short-staffed. The manager, deputy and staff have worked over and above their normal hours to provide consistency to the children.

The manager has now recruited new staff. However, the new team has not yet formed strong and professional working relationships. The manager is aware of these issues and is working hard to resolve them. The manager has appropriate plans in place to develop staff in their roles.

Some staff have not received regular supervision from their manager. Therefore, they have not had regular opportunities to explore their practice and talk about any concerns that they may have.

Staff are trained to look after the children. This includes training around first aid, behaviour management and safeguarding. It would be helpful for staff to complete more in-depth training so that they have more insight into autism spectrum disorders.

## 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 registered person must ensure that all employees—</p> <p>undertake appropriate continuing professional development;</p> <p>receive practice-related supervision by a person with appropriate experience; and</p> <p>have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(a)(b)(c))</p> <p>This is in relation to staff supervision.</p>	<p>9 July 2021</p>

### Recommendation

- The registered person should ensure that staff can access appropriate facilities and resources to support their training needs, and should understand the key role they play in the training and development of staff in the home, particularly in relation to staff understanding of autism spectrum disorders. (‘Guide to the children’s homes regulations including the quality standards’, page 53, paragraph 10.11)

### 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:** 1255747

**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:** Jessica Robinson

## Inspector

Caroline Brailsford, Social Care Inspector

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