

1256060

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 run by a private company that is owned and operated by a national charity. It provides care for up to five children with emotional and behavioural difficulties.

The manager has been at the home since its registration in September 2019.

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: 8 and 9 September 2021

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 16 April 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/04/2019	Full	Good
31/10/2018	Full	Good
18/12/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children have developed strong attachments to the staff. One child said of a member of staff: 'I love her, she is so nice.' Children and staff get to spend a great deal of good-quality time together. Children know that staff genuinely care for them. The everyday language that staff use demonstrates a loving and nurturing approach to the children's care. One member of staff said: 'I really love working here. I love the kids.' This statement epitomises the attitude of the staff and the care practice in this home.

The activities children enjoy are plentiful. The children are supported to explore their interests, whatever these may be. For example, one child has recently played golf. He has also visited a museum to help him to further develop his interest in cars. Other children have been on holiday and thoroughly enjoyed their time together and with staff. There are educational projects at the home as well as at school. Children get to enjoy varied and stimulating activities that support their overall development.

Children attend educational provisions. Children's progress with education is a priority for the manager and staff. Since the last inspection, there have been some good education outcomes. Children who have previously struggled with educational attainment have been helped to turn this around. They access some form of education that meets their individual needs. They are enjoying learning and are making progress.

Leaders and managers have identified that some children's needs can no longer be met in the home. Managers have given the responsible local authorities notice to end these children's placements. This has led to drift and delay in finding the most appropriate placement to meet the children's needs. Managers and staff have continued to make sure that children get the most out of their time at the home, despite it becoming increasingly unsettled.

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

Despite a recent unsettled period, staff have continued to support and manage the children's risks well. When children go out, staff know where they are. Staff act in accordance with the children's individual risk assessments, which are comprehensive. The managers' approach to managing risk includes the regular scrutiny of key documents. Managers make sure that staff follow children's risk assessments meticulously. This keeps children safe.

One police officer reported: 'I have nothing to say but good things' and 'They [staff] have done everything that is reasonably possible to protect the child'. This reflects that, despite the home being more unsettled recently, staff place the children's safety and welfare first.

When children's behaviour escalates, staff help them to cope and manage powerful emotions. Staff try to de-escalate situations and only ever resort to physical intervention as a last resort to keep children and staff safe.

Staff and managers review all significant incidents in depth. They try to understand why situations escalate. The manager helps staff to look for ways to improve their practice. This means that their responses to children in difficult situations are consistent, and importantly, nurturing and compassionate.

Children's relationships with staff are good. Staff can have open conversations with children about their behaviour. This helps to equip children with more appropriate ways to manage their behaviour and helps them understand that it is good to talk about feelings. One child told the inspector: 'The best thing that's happened is anger management.' This helps children manage overwhelming feelings and emotions without aggression.

Staff have helped children become safer. For example, children have reduced the number of incidents of going missing from care. This is because of positive relationships with staff. Children can talk to staff about their feelings, and this means they are less likely to want to leave the home on an unauthorised basis.

Staff are knowledgeable about how to protect the children. When safeguarding information comes to light, they follow procedures and take action to make sure that children are protected.

The effectiveness of leaders and managers: good

Managers have escalated their concerns about the stability of some children's placements to the appropriate local authority. They do all they can to work with other professionals to find a solution that is in the best interests of the children. Staff do not give up on children and they want the next placement to be right for them. Managers and leaders want to ensure that future children coming into the home are the right match for the current residents and staff.

The manager is a strong leader. He leads the team in a supportive and caring manner. The manager leads by example. In his daily work with children, he shows them kindness and respect and expects nothing less from his staff team. Children praise the manager highly. Their comments include: 'He is like my best friend' and 'I love him'. Together, the team really does make a positive difference to the lives of children. Children are cherished in this home and a loving approach is evident.

The manager maintains good oversight of the day-to-day care practices in the home. He analyses relevant records and talks to staff and children to check that good patterns of care are maintained. He quickly identifies any errors or mistakes from staff. The manager and staff use critical reflection to good effect. This is particularly evident in their analysis of incidents. This helps them learn valuable lessons and drive improvements in the care provided.

Staff feel supported and they receive regular professional supervision. They can speak to the manager about any concerns they might have, and they know they will be taken seriously. The training and development needs of staff are a key priority for the manager. He understands that a knowledgeable, skilled and motivated team provides the best possible care.

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: 1256060

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: Steven Brown

Registered manager: Aaron Shambrook

Inspector

Caroline Brailsford, Social Care Inspector

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