

1256610

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. The home provides care and accommodation for up to three children and young people with emotional and/or behavioural difficulties. The manager is suitably experienced and qualified.

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: 21 to 22 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: 29 January 2020

Overall judgement at last inspection: Sustained effectiveness

Enforcement action since last inspection: None

Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/01/2020	Interim	Sustained effectiveness
14/10/2019	Full	Good
05/12/2018	Full	Requires improvement to be good
24/08/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Staff create a warm and comfortable home environment that children can enjoy and be proud of. Staff give children a sense of belonging by ensuring that photos of the children, and those who are important to them, are displayed. Children have helped to decorate their rooms. As a result, bedrooms all reflect the choices and preferences of the children. Further improvements are being made to the home's garden area, and children are being supported to take ownership of this project.

Staff complete sensitive and thoughtful individual work with children. This helps children to express their feelings, talk about the things that matter most to them and form strong bonds with staff.

Children have made good progress in education. Some of the children have previously experienced considerable disruption to their education, including school exclusions and poor attendance. Children are now receiving the support that they need to make progress. One child has recently passed her GCSEs and has just started an apprenticeship.

Children develop good relationships with staff. They said that staff are 'there for us'. Children enjoy spending time with staff in fun activities. As a result of these positive and trusting relationships, children feel able to confide in staff and are confident that they will be listened to. One child described the staff as 'family'. Children said that they love the home.

Children have been supported to develop important life skills. For example, one child walks to school independently, and another child travels independently to see friends. Children help by doing chores around the home and are encouraged to take part in menu planning, meal preparation and shopping.

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

Staff have a good understanding of the risks that children face online. They work in partnership with local safeguarding agencies to develop bespoke strategies that help children to use social media safely. Staff monitor the children's internet and social media activity closely, while helping them to spend time online safely.

Managers ensure that staff know the importance of sharing any safeguarding concerns that they might have. Information on how to raise concerns is readily available throughout the home. Staff demonstrate a good understanding of reporting procedures. Managers have ensured that when concerns are raised about the welfare of children, these are shared appropriately with safeguarding agencies.

Children have trusted adults to turn to if they have any worries. The children's guide, provided for children when they move into the home, is of good quality. It

ensures that children know how to access support, and that they understand their rights and entitlements. When children raise complaints, they are responded to quickly and thoroughly. Extensive work takes place to make sure the child can see that their concerns are taken seriously. The manager writes to the child to tell them how the complaint will be investigated, and then gives a full explanation of the complaint outcome.

Although staff do have a good understanding of children's vulnerabilities, risk assessments did not identify all known risks for one child, and lacked specific guidance for staff on how to manage the risks. The manager made amendments to risk assessments during the inspection to rectify this shortfall.

The effectiveness of leaders and managers: good

The manager has a good understanding of each child's care plan. She advocates for children effectively so that they receive the services they need. Children have a good relationship with the manager, who they are able to confide in, and they know that she will listen to them and take their views seriously.

The manager's approach is thoughtful and engaging. This is appreciated by the staff, who all value the support that she gives them. One staff member said, 'She makes me feel so valued as a member of the team and makes me realise as a home how much we all care for one another. She is always there to support us.'

The ethos of the home is very inclusive. The manager makes sure that children are involved in and consulted on all decisions about their home. Staff aim to make the home feel like a family home. Children feel valued and secure in the busy, fun and nurturing environment.

Managers provide staff with regular supervision. However, discussions in supervision are very task-focused, and not reflective enough. Some learning opportunities have been missed as a result.

Management monitoring systems have not been robust enough. They have not supported the manager to identify shortfalls in some records and assessments.

The impact of the COVID-19 pandemic has been managed well by the home. Staff have worked flexibly and creatively, demonstrating considerable commitment to the children.

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 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. (Regulation 12 (1) (2)(a)(i))</p> <p>This is in relation to ensuring that risk assessments reflect all known risks for each child, and include guidance on how staff should respond to risks.</p>	25 October 2021
<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 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>use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1) (2)(h))</p>	25 October 2021

Recommendation

- The registered person must have systems in place so that all staff, including the manager, receive supervision of their practice from an appropriately qualified and

experienced professional, which allows them to reflect on their practice and the needs of the children assigned to their care. ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 13.2)

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: 1256610

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: Matthew Earnshaw

Registered manager: Susan Barron

Inspector

Zoey Lee, Social Care Inspector

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