

1256404

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 is registered with Ofsted to provide care for up to five children and young people who may be experiencing behavioural, emotional and/or social difficulties. The manager is suitably experienced and qualified.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. We returned to routine SCCIF inspections on 12 April 2021.

Inspection dates: 26 to 27 October 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	outstanding
---	-------------

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

Date of last inspection: 11 February 2020

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/02/2020	Full	Outstanding
12/03/2019	Interim	Sustained effectiveness
16/08/2018	Full	Outstanding
13/02/2018	Interim	Improved effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

The home environment is in keeping with a family home. It is warm, inviting and nurturing. Staff help children to personalise their bedrooms. This helps children to take pride in their home.

Children, particularly those who have previously had long periods out of school, are given good support to engage in education. Staff are ambitious for children, motivating them to succeed. Children become more aspirational as a result. Children have made good progress because staff are creative in overcoming any barriers to educational success.

Staff also enable children to lead active, healthy lifestyles. Children enjoy a range of stimulating activities. Children also learn practical life skills that prepare them for independence.

Children enjoy strong, trusting relationships with staff. Staff engage with children well to address sensitive issues such as online safety, healthy relationships and sexual health. As a result, children are confident about sharing any concerns and seek advice. With the staff's support, children become more emotionally resilient.

Children's views and opinions are listened to by staff and managers. Regular meetings are held with children to ensure that children have opportunities to share their ideas and suggestions. One child said, 'I find these really useful, staff really listen to us.'

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

Risk assessments are robust and regularly updated by staff. The assessments identify all known risks and provide staff with clear guidance on how to keep children safe. Children are encouraged to help write their own risk assessments and care plans. This ensures that children can shape risk management strategies and take greater responsibility for their own safety.

Staff know what to do if a child goes missing from home, ensuring that missing protocols are implemented and followed. Missing-from-home episodes and other behavioural incidents have reduced significantly. This is because children feel safe and have learned to talk about their feelings.

Staff are provided with good-quality safeguarding training. The manager deals well with concerns or complaints made by children, ensuring that issues are resolved as quickly as possible, and to the satisfaction of the children involved.

Rigorous recruitment checks are undertaken. The organisation's recruitment procedures ensure that staff are suitably vetted. Children are safer because the

manager ensures that arrangements for lone working are carefully monitored. Detailed assessments, completed by the manager, match the skills and experience of staff to the children they care for.

The effectiveness of leaders and managers: outstanding

Managers are committed, enthusiastic and highly skilled. Managers are particularly skilled and knowledgeable. They have a very good understanding of the needs of each child in their care. They are ambitious for children and ensure that staff also have high expectations of children's outcomes.

Other agencies were very positive about the quality of communication and engagement they have with the home. Staff and managers were described as 'devoted to the children'. One professional noted that managers regularly go 'above and beyond' to deliver high-quality care. Close partnership working with other agencies is a key strength of the home. For example, by working with a specialist agency, managers have ensured that children now have a better understanding of healthy relationships.

Managers are very assertive in advocating for better educational outcomes for children, even when faced with significant challenge or resistance from partner agencies. One professional said, 'This approach has worked well and is a great example of what partnership working can achieve.' Children have achieved success at school as a direct result of the tenacity and determination of managers.

Quality assurance is exceptionally strong. Managers use a range of very effective auditing tools to ensure that care standards are consistently high. When areas for potential development are identified, managers act quickly and decisively to bring about improvement.

The quality of one-to-one staff supervision is very high. Staff are given clear, constructive feedback on their performance. Managers provide opportunities for staff to enhance their practice and take on additional responsibilities. The careful delegation of tasks means that staff develop their own areas of expertise. One member of staff said, 'This is the best place I have ever worked.'

Staff training arrangements are particularly good. For example, specialist sensory training was arranged so that staff could better understand and meet the needs of one child.

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: 1256404

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: Kelly Gliszczynski

Registered manager: Holly Stringfellow
Julie Tomkinson

Inspectors

Zoey Lee, Social Care Inspector
Pradip Panchmatia, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2021