

# 1255746

Registered provider: Homes2inspire Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is run by a private organisation. It provides care for up to five children aged 11 to 18 with a range of complex needs. The aim of the home is to stabilise children's lives, nurture their potential and help them to progress to more independent living.

The manager registered with Ofsted in September 2021.

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.

We last visited this setting on 15 February 2021 to carry out a monitoring visit. The report is published on the Ofsted website.

### Inspection dates: 4 and 5 January 2022

<b>Overall experiences and progress of children and young people,</b> taking into account	<b>good</b>
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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:** 21 August 2019

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/08/2019	Full	Good
19/12/2018	Full	Good
14/06/2017	Full	Good

## Inspection judgements

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

The children have begun to make progress socially, emotionally and educationally since living at the home. The staff know and understand children's individual past traumas and the impact that these can have on their behaviours.

A child who moved into the home one week before the inspection said that staff have been very welcoming and have given him the opportunity to plan his meals, get the books that he wanted and go out on activities. He said that he already feels very settled and cared for.

Two children have successfully returned home, and one is in the process of moving to an independence flat. Staff recognise the importance of supporting children to move out of the home, so that they experience a positive ending. The child who is in the process of leaving said that staff continue to support him in his new home. He said that he still has a bed at the home and returns every few weeks to spend time with staff and review how things are progressing for him during this transition period.

Staff actively encourage children to attend education. Children who were previously out of school are now attending education. This has had a positive effect on their learning and making new friends. Staff work closely with schools to support children with their learning. A social worker said that staff looked at the reason their child refused to attend school on a certain day, then worked with the school staff to remove the barrier. Staff see education as an important part of children's lives and help children to understand this.

Children attend regular house meetings and discuss a variety of topics. Staff use these meetings to gain the children's views, wishes and feelings. The manager responds to these and children are informed of the decisions made. This helps the children to see that their views are important, listened to and acted on.

Children have individual personalised placement plans. The plans include information on how staff should work to meet the children's needs. However, some children's plans are not updated with the most current information, which could lead to inconsistencies in practice.

There are plans to make improvements to the home and some furniture has been purchased, but is yet to be assembled and put in place. However, not all planned improvements have been made and therefore the children do not yet benefit from living in a home that is welcoming throughout.

The staff take photos of children during activities in the community and during special occasions at the home. However, these are not given to children when they

leave. Therefore, children have no record of their positive memories to reflect on their time at the home.

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

The staff provide a stable environment for children and have continued to do so throughout the COVID-19 pandemic. Having a consistent staff team has helped the children to feel safe.

Safeguarding concerns are managed well. The staff are knowledgeable about safeguarding and confident in managing concerns. Staff know how to report concerns and work with a wide range of professionals and agencies to keep children safe.

Since the last inspection, there have been several safeguarding concerns about child exploitation. The staff have managed these concerns extremely well. Feedback from an external specialist worker, police and a social worker is positive. These professionals said that the staff have worked well with all agencies involved to keep the children safe.

Staff work exceptionally well with children to help them understand exploitation and the associated risks. Children have strong trusting bonds with staff. Consequently, children can discuss past and present experiences. This has helped them begin to understand what healthy relationships are and how they can experience these.

A child said that they feel safe because there are always staff around to talk to if they are worried or upset. The child said that staff believe and help them when they tell them things and do not judge them. This supports children to feel cared for and valued.

Children have individualised risk assessments which are updated after an incident or concern. Children can read their risk assessments and comment on them. The staff help children to learn about risks to their safety and to recognise situations and people that may cause them harm.

The manager did not complete and verify all recruitment checks for a new staff member before the staff member started working at the home. The manager did not, therefore, have the full information to provide assurance that this person was suitable to work with children.

The location risk assessment is well detailed. Risks have been identified, along with actions to minimise these. The manager has regular meetings with other agencies and any potential concerns are added to the location risk assessment. This means that staff are kept updated with the latest concerns and information on crime hotspots in the area. This information helps the staff to keep children safe.

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

The manager is currently working towards a suitable level 5 qualification. Professionals spoke highly of the manager. A social worker said that the manager and staff work well with other agencies and follow recommendations and actions from meetings.

Staff have undertaken the organisation's mandatory training. Staff hold or are working towards a relevant level 3 qualification. A member of staff said that any extra training needed to work with individual children is sourced by the organisation.

The manager completes detailed impact risk assessments as part of the referral process for children moving to the home. With permission from the social worker, a local police officer is also involved in providing information on potential placements. This ensures that new placements do not have a detrimental impact on the children already living at the home. The risk assessments are updated monthly, which enables the manager to look at changes in risk levels and identify any new concerns.

Staff retention is good. Consequently, the children build and maintain positive trusting relationships with the adults who care for them.

Staff receive regular supervision. This helps them to work effectively with the children and gives them formal opportunities to discuss their personal development.

The manager carries out regular monitoring checks. He uses the independent person's reports to identify patterns and trends and evaluate the quality of care for 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 registered person must recruit staff using recruitment procedures that are designed to ensure children's safety.</p> <p>The registered person may only—</p> <p>employ an individual to work at the children's home; or</p> <p>if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home,</p> <p>if the individual satisfies the requirements in paragraph (3).</p> <p>The requirements are that—</p> <p>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a)(b) (3)(d))</p>	10 February 2022
<p>The registered person must maintain records ("case records") for each child which—</p> <p>are kept up to date. (Regulation 36 (1)(b))</p> <p>In particular, ensure that actions and updated information are recorded in children's support plans.</p>	10 February 2022

### Recommendations

- The registered person should ensure that the children's home is a well-maintained, homely and domestic environment. ('Guide to the children's homes regulations, including the quality standards', page 15, paragraph 3.9)
- The registered person should ensure that staff keep and encourage children to keep appropriate memorabilia of the time spent living at the home and help them to record significant life events. ('Guide to the children's homes regulations, including the quality standards', page 62, paragraph 14.5)

## **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:** 1255746

**Provision sub-type:** Children's home

**Registered provider:** Homes2inspire Limited

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

**Responsible individual:** Steven Brown

**Registered manager:** Joseph Biswell

## Inspector

Trish Palmer, Social Care Inspector



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