

1256058

Registered provider: Homes2inspire Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and operated by a private organisation and can provide care for up to five children with social and emotional difficulties.

There has been no registered manager since October 2021.

Inspection date: 6 January 2022

This monitoring visit

A monitoring visit was conducted on 25 November 2021 due to a combination of concerning notifications and the sudden leaving of the registered manager.

A compliance notice, under regulation 13, with a due date of 2 January 2022 was issued following that inspection, and nine other requirements were made. Due to the serious nature of the concerns and Ofsted's conclusion that children were at serious risk of harm, Ofsted suspended the home's registration.

The purpose of this monitoring visit was to assess the provider's progress in meeting the compliance notice and to ensure that no children had lived in the home following the serving of the suspension notice. The provider's response to the other nine requirements was not a focus of this visit, and these are repeated.

In accordance with the compliance notice, the provider was required to undertake a review of the internal monitoring systems in place at the time of the previous inspection. This review was to include the roles and responsibilities of all senior leaders and managers in the organisation at the time of that inspection. Consideration for the review was to also include risk management processes for two children living in the home at the time of the inspection, the safer recruitment of staff, staff deployment and supervision. A written report with an action plan to improve practice was also required to conclude the compliance notice.

In response to the compliance notice, a written report was completed by senior leaders and submitted to Ofsted. Although the review did include some areas of the compliance notice, it failed to provide a comprehensive response to all of the steps listed in the notice.

The provider's report identified that safer recruitment practice had been reviewed and an audit had been completed of all staff files to ensure that only suitably vetted staff are employed. However, the inspector's findings identified further shortfalls and gaps with regard to pre-employment checks and vetting processes. Consequently, the risk of unsafe staff working in the provider's children's homes remains.

The roles and responsibilities of senior leaders were detailed in the report. However, consideration has not been given to the manager and deputy manager who had oversight of the home at the time of the previous inspection and what their role and responsibilities were. Consequently, the impact of their input and practice during that time had neither been reviewed nor considered to inform lessons learned.

The provider's review of the risk management processes for children has only focused on specific areas. For example, one child's referral and admission process have been reviewed, but no review of this child's risk management plans has occurred to identify why and how this child was not protected from the significant risks that were apparent.

The review focused on an isolated incident and the rostering of staff redeployed from other homes operated by the provider. It does not demonstrate that the processes and practices that were in place at the time of previous inspection for redeployed staff have been reviewed and considered to identify gaps and generate learning to improve care practice.

A new rolling supervision system has been implemented by the provider. This is still in the developmental stages but shows some progress in staff having received practice-related supervision.

The provider has continued to comply with the suspension notice. No children have lived in the home since the notice was served. However, Ofsted remains concerned at the lack of progress that has been demonstrated by the provider to meet the steps detailed in the compliance notice. Consequently, the provider has failed to demonstrate that a thorough review has been completed to inform the necessary learning and improvement.

The compliance notice will be reissued to give the provider a further opportunity to demonstrate that the required progress has been made. The nine other requirements are also reissued, and the suspension notice remains in place.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/05/2021	Full	Good
21/10/2019	Full	Outstanding
11/12/2018	Full	Outstanding
06/09/2017	Full	Outstanding

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>In meeting the quality standards, the registered person must, and must ensure that staff—</p> <p>if the registered person considers, or staff consider, a placing authority's or a relevant person's performance or response to be inadequate in relation to their role, challenge the placing authority or the relevant person to seek to ensure that each child's needs are met in accordance with the child's relevant plans. (Regulation 5(c))</p>	18 February 2022
<p>The children's views, wishes and feelings standard is that children receive care from staff who—</p> <p>take their views, wishes and feelings into account in relation to matters affecting the children's care and welfare and their lives. (Regulation 7 (1)(c))</p>	18 February 2022
<p>The education standard is that children make measurable progress towards achieving their educational potential and are helped to do so.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>help a child who is excluded from school, or who is of compulsory school age but not attending school, to access educational and training support throughout the period of exclusion or non-attendance and to return to school as soon as possible. (Regulation 8 (1) (2)(a)(viii))</p>	18 February 2022
<p>The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on—</p> <p>positive responses to other children and adults.</p>	18 February 2022

<p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship. (Regulation 11 (1)(c) (2)(a)(vii))</p>	
<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;</p> <p>help each child to understand how to keep safe;</p> <p>have the skills to identify and act upon signs that a child is at risk of harm;</p> <p>understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person;</p> <p>take effective action whenever there is a serious concern about a child’s welfare;</p> <p>that the home’s day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm;</p> <p>that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child’s health. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(v)(vi)(b)(d))</p>	<p>18 February 2022</p>
<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>06 February 2022</p>

<p>helps children aspire 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>ensure that the home’s workforce provides continuity of care to each child.</p> <p>use monitoring and review systems to make continuous improvements in the quality of care provided in the home (Regulation 13 (1)(a)(b) (2)(e)(h))</p>	
<p>If the Regulatory Reform (Fire Safety) Order 2005(1) applies to the home—</p> <p>the registered person must ensure that the requirements of that Order and any regulations made under it, except for article 23 (duties of employees), are complied with in respect of the home. (Regulation 25 (2)(b))</p>	18 February 2022
<p>A responsible individual must—</p> <p>have the capacity, experience and skills to supervise the management of the home, or the homes, in respect of which the responsible individual is nominated. (Regulation 26 (7)(b))</p>	18 February 2022
<p>The registered provider must appoint a person to manage the children’s home if—</p> <p>there is no registered manager in respect of the home. (Regulation 27 (1)(a))</p>	18 February 2022
<p>The registered person must recruit staff using recruitment procedures that are designed to ensure children’s safety.</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) (3)(d))</p>	18 February 2022

*This requirement is subject to a compliance notice.

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 1256058

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: Sanita Marshalleck

Registered manager: Post vacant

Inspector

Sara Stoker, 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 2022