

2631195

Registered provider: Homes 2 Inspire Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and run by a private organisation and can accommodate and care for up to three children with social and emotional difficulties. According to its statement of purpose, the home is 'for young people and children with individualised needs who may benefit from living in a smaller home that supports their needs'.

The manager has been registered with Ofsted since April 2021.

Inspection date: 19 January 2022

This monitoring visit

A full inspection conducted on 10 and 11 January 2022 judged the home inadequate due to serious shortfalls in respect of staff recruitment, risk management and poor monitoring oversight. As a result of that inspection, senior leaders gave assurances that only safely recruited staff would be working at the home with immediate effect.

This monitoring visit did not consider all requirements that were made from the full inspection, because the dates for completion had not yet passed. These requirements remain. However, due to the serious concerns in respect of poor staff recruitment practice and monitoring oversight, this monitoring visit was conducted to seek assurance about the immediate and current safety of the children.

The inspector reviewed some of the staff recruitment files against the names of staff as detailed on the current staffing rota. Shortfalls and gaps found in those recruitment files included examples of incomplete employment histories, the absence of necessary references, and some references not being verified. One specific example included the absence of an overseas check for a member of staff who has worked abroad. Other examples included the failure to check and verify staff's Disclosure and Barring Service (DBS) checks. One member of staff's DBS check, that contains a caution, has not been suitably risk assessed to determine this person's

suitability to work with children. These shortfalls raise significant concerns about the continuing poor recruitment practice of the provider and its failure to provide effective safeguards through safer recruitment. Consequently, and in light of these additional findings, Ofsted does not have confidence in the provider's ability to protect children from potentially unsafe and unsuitable adults.

Incidents since the full inspection have not been consistently well managed. One example includes a child informing the staff that she was distressed and engaging in self-harm. The staff member's record indicates that regular checks were conducted on this child throughout the night. However, the record of a different staff member's conversation with the child describes the child as saying that no checks were made on her during that same evening. Managers were unable to demonstrate that these discrepancies had been identified or further explored through management monitoring.

Another example included confusion among the staff team as to the whereabouts of razor blades that should have been stored in a safe in the staff office. This confusion resulted in a staff member asking a child with known self-harm risks if the child had these items in their possession. Although it was later discovered that a different staff member had disposed of the razor blades, it is of significant concern that there was any confusion as to the whereabouts of such dangerous items when the risk of self-harm at the home is high.

Following the shortfalls previously identified in respect of the staff's use of inappropriate and punitive responses to a child's behaviour, the registered manager has begun to review these examples with the child and the staff team. Further training for the staff is planned, albeit not yet started

Overall, Ofsted remains concerned that significant shortfalls and omissions are continuing in relation to safer recruitment. The provider has failed to use protective measures to protect the children from potentially unsafe adults. When combined with the failure to make sufficient progress to monitor effectively the experiences of the children, the regulator is not reassured that children are being safely cared for. Ofsted has therefore, suspended the home's registration.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/01/2022	Full	Inadequate

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 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.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that each child—</p> <p>has access to the home's children's guide, and the home's complaints procedure, when the child's placement in the home is agreed and throughout the child's stay in the home. (Regulation 7 (1)(c) (2)(b)(ii))</p>	30 April 2022
<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>that the premises used for the purposes of the home are located so that children are effectively safeguarded. (Regulation 12 (1) (2)(a)(i)(c))</p>	27 February 2022
<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>	27 February 2022

<p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home;</p> <p>use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(b) (2)(f)(h))</p>	
<p>Subject to paragraph (6), the registered person must ensure that the home is at all times conducted in a manner which is consistent with its statement of purpose. (Regulation 16 (5))</p>	30 April 2022
<p>No measure of control or discipline which is excessive, unreasonable or contrary to paragraph (2) may be used in relation to any child. (Regulation 19 (1))</p>	1 February 2022
<p>The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received into the children's home.</p> <p>In particular the registered person must ensure that—</p> <p>medicine which is prescribed for a child is administered as prescribed to the child for whom it is prescribed and to no other child. (Regulation 23 (1) (2)(b))</p>	30 April 2022
<p>The registered manager must undertake such continuing professional development as is necessary to ensure that the registered manager has the skills needed for managing the home. (Regulation 29 (4))</p>	30 April 2022
<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</p>	27 February 2022

<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) (3)(d))</p>	
<p>The registered person must ensure that all employees—</p> <p>undertake appropriate continuing professional development;</p> <p>receive practice-related supervision by a person with appropriate experience; and</p> <p>have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(a)(b)(c))</p>	30 April 2022

*These requirements are 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: 2631195

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: Angela Muchatuta

Registered manager: Kim Murray

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