

# 2629097

Registered provider: Homes2inspire 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 owned by a national charity. It can provide care for up to three children with social, emotional and behavioral difficulties.

Shortly after the last inspection, the registered manager had a period of absence and has now resigned. A new manager has been appointed and is due to start at the end of June 2022.

### Inspection dates: 17 and 18 May 2022

<b>Overall experiences and progress of children and young people, taking into account</b>	<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:** 4 January 2022

**Overall judgement at last inspection:** requires improvement to be good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
04/01/2022	Full	Requires improvement to be good

## Inspection judgements

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

Children receive consistent care from a small, dedicated team. Care planning is effective and illustrates that the manager and staff understand the children's needs. Consequently, children living in this home experience a high standard of care.

Children have built positive relationships with staff who provide love, nurture and boundaries. For example, when children use derogatory language to each other, staff are quick to respond. They talk to the children about this, so they understand respect and can build positive relationships with each other. This shows appropriate modelling from the staff.

The children have regular meetings with staff. Examples of discussions held include planning what food they would like to have in the home, as well as topics such as ensuring that children know how to keep safe on social media. This gives children the opportunity to contribute to the day-to-day aspects of their care in the home as well as their personal development.

Staff support children's health needs. For example, in response to one child stopping taking their regular medication, staff discussed this with the child's doctor and held key-work sessions with the child to look at the implications. Routine appointments are made for children to ensure that their basic health needs are met. Staff are responsive to children's emotional health and seek support when needed from external agencies.

Children are achieving well in their academic studies. This includes improved attendance for one child and another child preparing to start their GCSEs. One child's college tutor said, 'They are extremely supportive and advocate for [name of child], as I would my own young person.'

The home provides a beautiful environment for children. Children contributed their ideas for new furniture which was recently bought for the dining room.

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

All staff have attended safeguarding training and those spoken with could confidently demonstrate how they keep children safe. Safeguarding practice is embedded with staff through team meetings, supervision and learning circles with the manager.

Staff work hard to manage risks associated with children who may go missing. For one child, who goes missing on a frequent basis, staff involve a range of external professionals in developing and implementing required safety plans. Staff are very proactive in trying to locate this child when they go missing and support their return.

home as quickly as possible. Consequently, children who do go missing receive a well-coordinated response for a safe return home.

Incidents of children self-harming have reduced because of good planning and staff skills in responding to children's emotional needs. Risk management plans are effective and followed by staff to minimise risks to children. Consequently, children are making progress to find alternative coping strategies.

There have been no incidents of restraint or of physical intervention being required to support children's behaviour. Incidents are usually quickly de-escalated with children due to staff's quick response and redirection. This provides children with a positive environment to live in.

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

Shortly after the last inspection, the registered manager had a period of absence and has now resigned. The interim arrangements have been a positive step for the home and have worked well. A new manager has been appointed and is due to start at the end of June 2022.

Staff feel very supported by the interim manager and deputy manager. One staff member said, 'The interim manager came and it's been like a breath of fresh air. He has taught us things we didn't even know. He has been amazing.' Staff speak of the positive culture in the staff team, which includes the sharing of good practice and knowledge.

Staff are provided with a thorough induction. One new staff member explained how in-depth this has been and that it provided them with lots of information. Staff have also been provided with the skills and training they need to meet the needs of the children they are caring for.

The provider has taken positive steps to ensure that staff are making progress towards their required qualification. When staff have not committed to this obligation, their employment has not been continued. This demonstrates a proactive response to ensuring that staff have undertaken the qualification within the required timescales.

Feedback from external professionals is very positive. One child's social worker commented, 'There is a notable change with the interim manager coming in, a lot more on the ball.' Another child's social worker said, 'I am confident that staff have a good understanding of [child's name]'s needs and how best to care for her.' This demonstrates effective leadership in the home and confidence from professionals.

The interim manager is having a positive influence on the home and on how children's needs are met. Nevertheless, one parent commented that communication could be improved.

Although, improvements have been made in the careful selection and vetting of staff the interim manager has forgotten to complete a required risk assessment. This omission in the recruitment process creates a missed opportunity to demonstrate how the suitability of a worker is determined.

## 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</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) (3)(d))</p>	31 July 2022

## 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:** 2629097

**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:** Angela Muchatuta

**Registered manager:** Post vacant

## Inspectors

Sara Stoker, Social Care Inspector

Jessica Forshaw, Regulatory Inspection Manager

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