

1240801

Registered provider: Inspire Children's Services Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private company and provides care for up to three children who may experience social or emotional difficulties.

The manager has been in post since October 2022 and is in the process of registering with Ofsted.

Inspection dates: 8 and 9 November 2022

Overall experiences and progress of children and young people, taking into account	good
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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: 23 March 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/03/2022	Full	Good
12/11/2019	Full	Good
19/06/2018	Full	Good
04/10/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children are making progress. One child said that the home is 'really good' while another said that they feel their needs have not always been met. Professionals say that staff support children and advocate for what children want.

Children are supported to see their family and friends. Staff are trained to supervise the time that children spend with family when this is necessary. This means that children are safe and can build and maintain positive relationships.

Activities are promoted and supported. One child attends different sports clubs each week. Staff celebrate children's achievements. They encourage children to go for days out with them or spend time with them watching films.

Children are attending full-time education and go to school daily. Children have both short- and long-term goals to work towards in their education. However, plans do not guide staff on how they need to support children to meet their goals.

Plans in place to measure children's progress in learning life skills are not being used effectively. As a result, children are less likely to be prepared for when they live alone as adults.

Children who have moved out of the home have been supported by staff in a planned way. When this has not been possible, staff have still supported children as much as possible in a shorter time frame.

Staff encourage children to stay healthy and support them to attend appointments. Older children are encouraged to make their own appointments and manage their own medication, with risk assessments in place for this. Children are up to date with all their medical appointments.

Staff carry out regular direct-work sessions with children to help them learn more about how to keep themselves safe. Sessions planned are of good quality and personal to each child. Each month, the manager evaluates the sessions completed with each child and recommends topics to be covered for the following month.

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

When considering whether staff can meet a child's needs, the manager considers the needs of the children currently living in the home. The manager consults with the staff team and considers their skills and any additional training required to enable them to best support each child.

Assessments and support plans are in place to help staff understand children's risks. These are detailed and specific to each child's needs. However, risk assessments do

not have clear steps for staff to take should an incident occur. The language used in support plans is not always accessible to children.

Children are supported to provide feedback in a planned way. However, children's views and feelings are not always fully explored and understood. Informal feedback and concerns raised by children have not been fully explored.

Children are involved in creating and updating their care plans and risk assessments. Children's plans are updated regularly. However, some information that is no longer relevant is not removed.

Staff understand risks of exploitation and follow missing-from-home procedures when children are missing. All children have a missing-from-home support plan which includes clear steps for staff to take. Staff quickly share key information with relevant agencies. This means that children are located more quickly.

Physical intervention is only used as a last resort. Records of restraint are clear, and they detail all attempts to avoid physical intervention. The manager considers any patterns and trends to better understand possible causes of children's distress.

Staff use consequences to help children learn more-appropriate behaviour. However, on occasion, staff have prevented children from seeing their friends as a consequence. This impacts on children's relationships with those who are important to them.

Managers use safer recruitment processes to ensure that staff employed are safe to work with children. Staff understand safeguarding and whistle-blowing procedures. Allegations against staff members are reported appropriately to the local authority and police for investigation. However, managers have not taken the opportunity to help staff learn and reflect following an allegation.

The effectiveness of leaders and managers: good

The manager has a good overview of the home and knows the children and their needs well. The manager advocates for the children's wishes and ensures that meetings are arranged in a timely manner.

There is a fairly new but stable team of staff who are appropriately qualified to work with children. Staff have good opportunities to access and attend training that is specific to the needs of the children. Staff receive regular supervision and an appraisal of their performance once a year. However, the manager has not yet received an appraisal.

Team meetings are held regularly and include learning which is specific to the needs of the children. The manager has arranged for different professionals, such as a nurse, to attend team meetings. This helps staff to understand children's health needs. A therapist also attends to help staff understand children's emotional needs.

The manager has robust monitoring systems in place and evaluates records of incidents, consequences, and any work carried out with children. However, the manager does not speak to children to gather their views to ensure that all information is considered.

A risk assessment for the local area is available with input from the local police community support officer. However, this does not consider the risks to children that could be further afield but easily accessed from the home.

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, the 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 quality and purpose of care standard is that children receive care from staff who—</p> <p>understand the children's home's overall aims and the outcomes it seeks to achieve for children;</p> <p>use this understanding to deliver care that meets children's needs and supports them to fulfil their potential.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that staff—</p> <p>help each child to develop resilience and skills that prepare the child to return home, to live in a new placement or to live independently as an adult. (Regulation 6 (1)(a)(b) (2)(b)(vi))</p> <p>Specifically, the registered person should ensure that children who have a plan for semi-independence are supported to develop their independent living skills.</p>	10 January 2023
<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. (Regulation 12 (1) (2)(a)(i)(ii))</p>	10 January 2023

<p>Specifically, the registered person should ensure that risk assessments contain steps for staff to follow should an incident occur.</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>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>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>demonstrate that practice in the home is informed and improved by taking into account and acting on—</p> <p>research and developments in relation to the ways in which the needs of children are best met; and</p> <p>feedback on the experiences of children, including complaints received. (Regulation 13 (1)(a)(b) (2)(f)(g)(i)(ii))</p> <p>Specifically, the registered person should ensure that children's perspectives are understood by staff. Ensure that all feedback is considered, even when provided informally. Ensure that feedback provided is used to inform care in the home.</p>	<p>10 January 2023</p>
<p>No measure of control or discipline which is excessive, unreasonable or contrary to paragraph (2) may be used in relation to any child.</p> <p>The following measures may not be used to discipline any child—</p> <p>any restriction, other than one imposed by a court or in accordance with regulation 22 (contact and access to communications), on—</p> <p>a child's contact with parents, relatives or friends;</p>	<p>10 January 2023</p>

<p>visits to the child by the child's parents, relatives or friends;</p> <p>a child's communications with any persons listed in regulation 22(1) (contact and access to communications). (Regulation 19 (1) (2)(c)(i)(ii)(iii))</p> <p>Specifically, the registered person should ensure that consequences do not restrict children from seeing people who are important to them, including their friends. Ensure that staff practice is reviewed and addressed if it is inappropriate.</p>	
<p>The registered person must ensure that all employees—</p> <p>have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(c))</p> <p>Specifically, the registered person should ensure that managers' appraisals take place at least once every 12 months.</p>	10 January 2023
<p>The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on—</p> <p>mutual respect and trust;</p> <p>an understanding about acceptable behaviour; and</p> <p>positive responses to other children and adults.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>understand how children's previous experiences and present emotions can be communicated through behaviour and have the competence and skills to interpret these and develop positive relationships with children. (Regulation 11 (1)(a)(b)(c) (2)(a)(ix))</p> <p>Specifically, the registered person should ensure that staff are supported to learn and reflect after any allegations.</p>	10 January 2023

Recommendations

- The registered person should ensure that children's views are sought to inform care provided. Specifically, when completing evaluations, the manager should consider the child's views of the incident or work carried out. ('Guide to the Children's Homes Regulations, including the quality standards', page 22, paragraph 4.11)
- The registered person should ensure that children are provided with the support they need to achieve in their education. Specifically, actions for staff to support children to meet their educational goals should be incorporated in plans. ('Guide to the Children's Homes Regulations, including the quality standards', page 29, paragraph 5.18)
- The registered person should ensure that children's records are kept up to date and that information is recorded in an objective and non-stigmatising way. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.4)
- The registered person should ensure that the risks of exploitation further afield are considered when transport links connect to areas of risk. ('Guide to the Children's Homes Regulations, including the quality standards', page 64, paragraph 15.1)

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: 1240801

Provision sub-type: Children's home

Registered provider: Inspire Children's Services Limited

Registered provider address: Unit 3, Craig Court, Standish Street, St Helens, Merseyside WA10 1GJ

Responsible individual: Michael Bradshaw

Registered manager: Post vacant

Inspector

Aislinn Cooper, Social Care Regulatory Inspector

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