

1256404

Registered provider: Homes 2 Inspire 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 that is owned and operated by a national charity. It provides care for up to five children who may be experiencing emotional and social difficulties.

The manager is suitably experienced and qualified.

Inspection dates: 7 and 8 December 2022

Overall experiences and progress of children and young people, taking into account **good**

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

The effectiveness of leaders and managers **outstanding**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 26 October 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/10/2021	Full	Good
11/02/2020	Full	Outstanding
12/03/2019	Interim	Sustained effectiveness
16/08/2018	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: good

Children make good progress in crucial areas of their lives. Staff understand children's needs from when they first move to the home. Managers and staff celebrate the children's progress and achievements, no matter what these may be. Memories are captured through memory books that children take with them when they leave the home. This supports them to feel cared for and loved.

Despite some instability within the staff team, an established core team has remained. Staff build genuine, caring relationships with children and understand the importance of this to children's progress. They provide the love and warmth as a good parent would.

Staff understand the importance of supporting children to see their families and those important to them. The manager and staff are creative in promoting and encouraging friendship and support networks for children. This provides increased opportunities for children to form friendships and enables them to develop social skills and to grow in confidence and self-worth.

When children do not receive the education they are entitled to, managers are quick to respond and challenge schools. This ensures that the children's right to an education is upheld. However, one child did not have detailed plans to encourage them to participate in structured daily activities while an education placement was sought. This does not prepare children for returning to education.

Staff prepare healthy and well-balanced meals for children. However, one child frequently has take-away fast food. This does not support the child to have a healthy lifestyle and understand the impact that an unhealthy diet has on their health and well-being.

The staff empower children, through frequent consultation, to have a voice that is listened to and influences the care and support they receive. For example, staff have been discussing with children the terminology used after a child commented that they do not like the term 'staff'.

Transitions to and from the home are managed well. Detailed assessments help managers to understand whether staff can meet a child's needs alongside other resident children. When children come to leave the home, staff prepare them effectively. As a result, children feel supported during this crucially important stage in their lives.

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

Staff have a good understanding of children's risks and vulnerabilities. Children are safer because there is a comprehensive risk management plan for each child. This includes behaviour management strategies. Staff have a good understanding of the actions they should take to keep children safe. Additionally, they understand their safeguarding responsibilities. This creates a culture whereby the children's safeguarding needs are central to everything that staff do.

Physical intervention is only used as a last resort. When used, each incident of physical intervention is well managed and recorded in detail. Good record-keeping enables managers to carry out a detailed review of each incident. This helps managers and staff learn valuable lessons. Over time, incidents of physical intervention have reduced as children have become increasingly settled.

Children say they feel safe. Incidents such as violence and aggression and children going missing from care have reduced or ceased for some children. As a result, children are better equipped to recognise risks and make safer decisions.

Staff respond effectively when children go missing from care. They work with external partner agencies to share important information and intelligence. This information is used to inform risk assessments and leads to actions that safeguard children. For one child, the support provided by staff has resulted in a significant reduction in incidents of going missing from care.

Staff manage difficult relationships and situations between children well. Staff will give children space away from one another until they are ready to repair their relationship. Mediation is also used with children, supporting and encouraging children to empathise with one another's situation.

Children are supported to personalise their bedrooms and other areas of the home. However, maintenance issues have not been addressed in a timely manner. For example, glass from a smashed window remained on the patio area for three days. This does not promote a homely, safe environment.

The effectiveness of leaders and managers: outstanding

The manager is very experienced. She leads an excellent staff team, which is delivering care in line with the manager's child-centred ethos. The manager and assistant manager complement each other well because they are passionate about their roles, are confident and are ambitious for the children.

The managers provide outstanding leadership. Staff receive high levels of support, and they enjoy coming to work. The manager has created a culture within the team which is characterised by high aspirations for children.

Staff feel able to share their experiences and reflect openly on their care practice. This is because they trust and respect their managers. The staff enjoy strong and professional relationships. They are able to challenge each other but also pull together well during challenging periods.

The managers lead by example. They epitomise the importance of always being available to talk to staff and children. This practice, in turn, is used by staff who help children. The supportive culture that the managers have created ensures that children and staff have the help and guidance they need. Feedback from partner agencies is unanimously positive. One child's social worker said, 'Staff and managers go above and beyond.'

The managers understand the barriers faced by children. They act as strong advocates and constructively challenge any perceived failings by placing authorities and other agencies. One professional said, 'The manager fights for the best outcomes for the children.'

The manager and her deputy have used creative and well-researched guidance to inform their practice. This has included the implementation of a preferred model of practice designed to provide children with increased opportunities for friendships and widening their support network.

What does the children's home need to do to improve? Recommendations

- The registered person must ensure that children are provided with nutritious meals suitable for each child's needs. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.8)
- The registered person must ensure the children's home is a nurturing and supportive environment that meets the needs of the children. Children's homes will, in most cases, be homely, domestic environments. They must comply with relevant health and safety legislations (alarms, food hygiene etc.). ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)
- The registered person must ensure that where the children are not accessing education, managers should put plans in place so that children are supported to sustain or regain their confidence in education and be engaged in suitable structured activities. ('Guide to the Children's Homes Regulations, including the quality standards', page 28, paragraph 5.15)

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: 1256404

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: Craig Whitchurch

Registered manager: Holly Stringfellow
Julie Mason

Inspectors

Zoey Lee, Social Care Inspector
Lizette Watts, Social Care Inspector

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