

# 1255139

Registered provider: Homes 2 Inspire Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is run by a private company that is owned and operated by a national charity. It is registered to provide care for up to six children with emotional and social difficulties.

There are currently six children living at the home.

The manager registered with Ofsted in November 2019. A second manager has been appointed since November 2022 to cover the registered manager's extended leave. The second manager is completing an application to register with Ofsted.

### Inspection dates: 1 and 2 March 2023

<b>Overall experiences and progress of children and young people,</b> taking into account	<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:** 1 February 2022

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/02/2022	Full	Good
13/01/2020	Full	Good
05/03/2019	Full	Good
10/10/2017	Full	Good

## Inspection judgements

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

Children are happy and make good progress. Staff are aspirational for children and proud of what children achieve. Children have strong bonds with staff who they trust. These relationships are integral to children's success. One child said, 'It is a good home, and they are good staff. They help me a lot.'

Children regularly talk with staff and get good care and support. This helps them make progressive steps in important areas of their lives. For some children, this means they now spend more time with family. A member of one child's family said, '[child's name] is a different child from when he first went there. They have bought him on leaps and bounds. He has everything going for him now.'

Children have no complaints about their home. They are comfortable sharing their feelings and views, which staff listen to. Staff advocate on children's behalf persuasively. This ensured that one child had the time to fully prepare for a move into semi-independent accommodation. A strong connection with the home continues for the child, who lived there for a long time. The child regularly visits. Importantly, their 18<sup>th</sup> birthday was celebrated with a surprise party. Children develop permanence and belonging that extends beyond their placement.

Staff support children's interests. Children enjoy many memorable experiences. Together, they have lots of fun on summer holidays and day trips. These great times are displayed in the home through lots of pictures and photo albums. With encouragement from staff, children's confidence and identity develop. One child, who has a keen interest in lyric writing and music, now regularly performs at 'open mic' nights.

Staff promote healthy lifestyles and ensure that children receive the correct medical help. Children's health improves. Children who would not attend routine appointments before, now have regular health checks. A better diet and sleep pattern have meant that one child no longer feels unwell. Staff recognise the emotional impact that adverse childhood experiences have for children. They use support strategies devised in consultation with a child and adolescent mental health practitioner. These strategies, however, do not feature clearly on a child's plan. A lack of clear, accessible guidance has the potential to hinder staff's approach.

Children have great educational success and are confident about their futures. One child is now studying hard with an aim to go to university, having completed secondary school examinations. Children who did not engage in education now have high attendance at specialist provisions. Because of a positive learning culture in the home, learning time is not lost when children move in. Children meet with a tutor while formal arrangements are made.

The manager fully considers whether the home is able to successfully look after children before they move in. They do not abdicate this obligation in emergency situations. Children settle in quickly and forge positive relationships with each other.

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

Staff know children very well and are attentive to any changes in how they present. When frustrated, children respond well to this support as they have strong and respectful relationships with staff. Staff ably divert any conflict and challenge as they are confident and have good training. Children learn about socially acceptable behaviour and receive encouragement to make good decisions. Behavioural incidents do not occur. There is no need to use restrictive physical intervention to keep children safe.

One child started to go missing from home regularly due to local influences. Staff followed clear procedures in response to this escalating risk. They made persistent attempts to locate the child. Staff used a range of strategies, some informed by the child and adolescent mental health practitioner, to help the child make better choices. The child had regular opportunities to meet with an independent person. The manager reviewed the child's safety while living at this home and had regular discussions with partner professionals. This ensured that pivotal decisions in the best interests of the child were made to keep the child safe.

The manager takes the necessary action to uphold children's safety. They do not always notify the regulator of these significant concerns. This limits the regulator's oversight of safeguarding practices in the home and the outcomes of these for the child.

Staff seek advice and training to help them support children to reduce their use of recreational illegal substances, and children's use reduces significantly. Staff talk to children about the health and safety risks. They help children access specialist support programmes. Children have better daily routines, become healthier and more socially interactive. This impacts well on all aspects of their lives.

Staff fully consider the risks for children who use electronic devices. They test children's knowledge around using the internet safely. When informed that children may be sharing inappropriate material, staff follow the correct safeguarding procedures. Joint decisions between professionals are made on how to respond. Staff ensure that children understand the consequences.

Children live in a safe environment. Regular health and safety checks ensure that there are no risks or hazards inside the home. The manager's assessment of the local area gives them assurance that children can spend time in the community safely. Recruitment checks are thorough, so the manager knows staff have the skills and are suitable to work in the home. Children say that they are safe and feel well looked after.

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

The current manager has been in post for four months and is completing the necessary management qualification. Having progressed from being the deputy manager, she has a sound knowledge of the home. An effective senior management working dynamic is well established. This includes the responsible individual, who visits regularly. The manager has good support, and management of the home is strong.

The manager is caring and passionate. She makes child-centred decisions and has high aspirations for children to have every success. Staff value the manager's enthusiasm and how she sets a good example. Good leadership motivates staff.

Staff enjoy working in this home. High-quality practical and emotional support from the manager is an important factor. Staff create a positive atmosphere for children as they have a great morale.

New staff settle in quickly as the induction programme is effective. Training and informal development sessions provide staff with skills and evolving knowledge relatable to their roles. Regular supervision prompts reflection and sets targets for professional development. Staff support children with skill and confidence.

The manager understands what is going well and when improvements can be made. A wide range of quality assurance checks provides a holistic view of all areas of the care children receive. A timely response to actions ensures that the home continues to develop. Furthermore, the manager reviews statistical data each month and periodically compiles thorough child-specific reflection reports. The manager knows when children are making progress and identifies learning outcomes to assist them in the future.

The manager contributes effectively to partnership working and asserts effective professional challenge. The manager communicates well so that professionals feel fully informed.

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

### **Recommendations**

- The registered person should ensure that support strategies agreed through consultation with external professionals are clearly recorded on children's individual placement plans. ('Guide to the Children's Homes Regulations, including the quality standards', page 56, paragraph 11.2)
- The registered person should ensure that thorough assessments are made of the seriousness of incidents for children and notify the regulator accordingly. ('Guide to the Children's Homes Regulations, including the quality standards', page 63, paragraph 14.10)

### **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:** 1255139

**Provision sub-type:** Children's home

**Registered provider:** Homes 2 Inspire Limited

**Registered provider address:** Lumonics House, Valiant Office Suites, Valley Drive  
CV21 1TQ

**Responsible individual:** Matthew Earnshaw

**Registered manager:** Kadri Milistver

## Inspector

Alexandra Howitt, Social Care Inspector

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