

# 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, which is owned by a national charity. It can provide care for up to three children with social, emotional and behavioural difficulties.

There has been no registered manager since May 2022. The current manager has been in post since March 2023. She is in the process of registering with Ofsted.

### Inspection dates: 3 and 4 July 2023

<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:** 17 May 2022

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/05/2022	Full	Good
04/01/2022	Full	Requires improvement to be good

## **Inspection judgements**

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

The quality of individualised care and support provided to children is good. Staff are child focused and committed. Children make progress in this home.

Relationships between children and staff are generally good. Where fractures occur, repair work is well thought out and done quickly. Observations of children with the staff team are positive.

All children are attending education regularly. The staff team has supported all children to progress in their education. This is a strength of the home. This progress encourages children to develop relationships and have aspirations for their futures.

The manager ensures that the staff team is educated on specific health issues that children may have. It is positive that staff are wanting and willing to improve their understanding. This ensures that staff can provide the best possible care to children.

Children's voices are heard in this home. Children are consistently consulted about their views. Children know how to complain and are involved in this process.

Relationships between the children are not always positive. There is an impact on children when they are struggling with their peers. Staff work hard to consistently promote positive behaviours and relationships. However, the manager has identified that this is not sustainable for all the children in the long-term. Managers advocate for children and have escalated their concerns with the local authority. Staff want the best outcomes for children and to ensure that this placement and any future placements meet their needs long-term.

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

Staff safeguarding practice is good. All professionals spoken to raise no concerns. The local authority designated officer is due to visit staff and children to talk about their role and processes. It is positive that links are being made to further improve practice and keep children safe.

Each child has individual risk plans that are relevant to their needs. These documents are regularly updated. The manager has good oversight of the staff team, reviewing any updates or changes made. Staff understand the risks to each child.

Where children may be at risk of self-harm, the staff team responds appropriately. Staff are proactive in ensuring that they access the necessary professional support. Children engage in therapeutic support, which improves their well-being.

There have been incidents of bullying between some children in the home. Staff work hard to support children and keep them safe, and they respond to children's views. The team follows the bullying policy to safeguard and promote positive behaviour. The professional network is always updated when issues of bullying arise.

As some children have settled in the home, their needs have changed from when they were first admitted. The manager acknowledges that some children's trauma may be beyond staff expertise in the long-term. The manager is proactive in trying to utilise the professional network to formulate long-term plans for the children. In the interim, the children are being cared for safely by the staff team.

Generally, the manager submits relevant safeguarding notifications in a timely way. However, one complaint reviewed had not been notified to Ofsted. The manager submitted a retrospective notification during the inspection.

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

The manager has only been in post since March 2023 but already is making a positive impact within the home. She shows high ambition for children. She celebrates the children's achievements and is proud of the progress that they make.

All staff spoken to felt well supported by the manager. Supervisions and appraisals are undertaken on a regular basis. The quality of these discussions is good. Staff feel that the manager is accessible and supportive. Staff morale is good under this manager.

Induction programmes are detailed and thorough. There is a robust plan in place, which details the development of the team and their training needs. Most of the team are up to date with their mandatory training. Two members of staff are booked on the relevant refresher courses. There is a reflective learning culture embedded within the staff team.

All professionals spoken to said that they have good communication with the manager. She is responsive and updates them regularly on the children's progress.

The manager is a strong advocate for the children. She will actively challenge services if children's needs are not being promoted. The manager instils a child-focused culture within the staff team.

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

### **Recommendations**

- The registered person is responsible for ensuring that they notify Ofsted and other relevant persons if one of the situations specified in regulation 40(4)(a)-(d) occurs, or if there is an incident relating to the protection, safeguarding or welfare of a child living in the home that the registered person considers to be serious. (Guide to the Children's Homes Regulations, including the quality standards Paragraph 14.10 page 63)

### **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:** Marisse Prior

**Registered manager:** Post vacant

## Inspector

Skye Frain, Social Care Inspector

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