

1256058

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 which is owned by a national charity. It can provide care for up to five children with social and/or emotional difficulties.

There has been no registered manager since October 2021.

Inspection dates: 6 and 7 September 2023

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	requires improvement to be good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 6 February 2023

Overall judgement at last inspection: inadequate

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/02/2023	Full	Inadequate
18/05/2021	Full	Good
21/10/2019	Full	Outstanding
11/12/2018	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: good

Since the monitoring visit in April 2023, only one child has moved into the home. At the time of the inspection, the same child was living in the home.

The child is being provided with a good level of individualised care and support. There are good relationships between the child and staff team. The child speaks positively about the staff. They said they can talk to staff about their views openly. The child is settled and making progress.

The manager and staff team work closely with the child's professional network. External professionals are positive about the working relationship with the manager and staff. They said that they have a good level of communication with the staff team, which allows for consistency around supporting the needs of the child.

The staff team supports the child with their education. There is a multi-agency approach to supporting the child in education. As a result, the child attends school on a full-time basis, is actively participating and is making good progress.

The views of the child are well understood. The child's voice is embedded in practice. As a result, the child feels listened to and valued. The child knows how to make a complaint if needed.

The child has access to a variety of experiences on a day-to-day basis, including activities such as baking, going to the movies, bowling and going on holidays. The child willingly participates in activities with the staff. As a result, the child is having enjoyable experiences and building positive relationships.

The child has made progress in their independence skills since living at the home. The staff have supported the child in age-appropriate activities. This has successfully included safely increasing their independence time in the community.

Staff support family time well. The child now sees family members, which they had not done for an extended period previously. One family member said, '[The child] gets on with staff and is friendly with them. The staff are doing great. Seems like a very happy child.'

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

Staff understand the risks to the child. There are individualised risk assessments in place relevant to the child's needs. Since moving into the home, the child has been settled. However, the staff are alert to any potential issues. The approach of staff is preventative as opposed to reactive. This has mitigated safeguarding risks to the child and kept them safe.

There have been no episodes of the child going missing, or complaints or allegations since the previous inspection. There have been no concerns regarding exploitation, neglect or abuse. Issues raised at school around peer relationships have been responded to swiftly by the staff team. The child has been supported effectively with this.

Staff know the child well. There have been no physical restraints during this inspection period. There is a clear behaviour support plan in place. The child was involved in compiling this plan together with staff. This allows a greater level of transparency between the child and staff regarding how and why they are supported. This understanding reduces high-risk situations from escalating.

The child says that they feel safe with the staff. The child knows how to make a complaint and make their views known. The manager is actively seeking an independent advocate for the child to promote this further. This keeps the child safe.

Safeguarding incidents are rare. However, when they do occur, they are well managed by the staff, who respond and support the child appropriately.

None of the professionals or family members spoken to expressed any safeguarding concerns. The local authority designated officer said the staff team is responsive and reports appropriately.

Staff are safely recruited to the home. Thorough safer recruitment checks are in place. Senior leaders routinely check recruitment records. This process ensures the safety of children.

The effectiveness of leaders and managers: requires improvement to be good

The home has been without a registered manager since October 2021. The previous acting manager submitted their application for registration but then withdrew it. The new manager has been in post since August 2023 and has yet to submit an application for registration.

The new manager was previously the home's deputy manager. This has helped minimise disruption and provided the child and staff with some consistency. The manager knows the child and staff team well. She has high expectations and ambitions for the child and the continued development of the staff team. The home's leaders are good advocates and actively engage in promoting the best outcomes for the child.

Leaders and managers provide consistent and good-quality supervision to the staff team. Most of the staff are new. Therefore, regular probation review meetings have taken place. These reports are reflective, evidence-based and of good quality. The progress of the staff is closely monitored to identify strengths and further areas for development.

The manager and leaders know the home's strengths and weaknesses. They have reflected on inadequacies found at the previous full inspection. As a result, they have become more attuned to their statement of purpose and are now achieving their stated aims and objectives. This is most evident in their robust consideration of referrals. The learning applied has improved practice and supported positive outcomes for the child.

Managers and leaders actively challenge on behalf of the child. They have done so to reflect the direct views of the child and try to achieve a child focused outcome. They are passionate about working towards positive outcomes for children and continue to strive to achieve this.

The staff team is diverse. They promote the child's introduction to different cultures in a creative way. When issues around diversity arise, the staff are quick to ensure that they are able to support the child. The home promotes an inclusive environment.

Overall, management oversight and recording are good. Records are thorough, reflective and include the voice of the child. However, one incident should have been recorded as a significant health event, as it met the relevant thresholds. This was a missed opportunity but has since been rectified by the manager.

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 registered provider must appoint a person to manage the children's home if—</p> <p>there is no registered manager in respect of the home; and</p> <p>the registered provider—</p> <p>is an organisation or a partnership. (Regulation 27 (1)(a)(b)(i))</p> <p>In particular, ensure that the new manager submits an application for registration.</p>	30 October 2023

Recommendation

- The registered person should ensure that staff are familiar with the home's policies on record-keeping and understand the importance of careful, objective and clear recording. Information about the child must always be recorded in a way that will be helpful to the child. Significant incidents should be recorded separately. ('Guide to the Children's Homes Regulations, including the quality standards', page 63, paragraph 14.4)

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: 1256058

Provision sub-type: Children's home

Registered provider: Homes 2 Inspire

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

Inspectors

Skye Frain, Social Care Inspector
Stephen Challis, Social Care Inspector

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