

# 1255744

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 that is owned and operated by a national charity. It is registered to care for up to three children with complex needs who have experienced trauma and loss.

The manager was registered with Ofsted in March 2020 and holds a level 5 qualification in leadership and management.

### Inspection dates: 18 and 19 September 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:** 14 March 2023

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** not applicable

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/03/2023	Full	Good
08/12/2021	Full	Good
05/11/2019	Full	Good
15/07/2019	Full	Inadequate

## Inspection judgements

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

The home is spacious and furnished to a high standard. Staff go out of their way to provide a family home that is warm and nurturing. Children can personalise their bedrooms to their individual tastes. For example, one child has accumulated a large collection of car wheel hubs. Another child has a free-standing boxing punch bag in his room. This helps children feel valued and helps promote a sense of belonging.

Children say they are happy living in the home. They get on well with each other and have developed trusting relationships with those who care for them. This is because staff play and spend time with children. As a result, children feel listened to and respected. This helps them to grow in self-esteem.

Children make good progress in the home. For example, one child does not go missing from the home as frequently as before; he is settled and increasing in confidence. Children are encouraged to eat a healthy diet and enjoy a wide range of activities both in the home and in the wider community. They have recently been on an activity holiday together to Wales and participated in a 5k muddy runner for charity. Children regularly engage in activities such as boxing, going to the gym, swimming and cadets. This supports children to develop their self-confidence.

Although the children in the home are currently without a school placement, this has only been for a short period of time. Managers are proactive in chasing up local authorities and advocating on the children's behalf to secure a local school placement. Staff ensure that children have structure to their day by combining a range of fun and educational activities into their daily routines. One child is also completing a boxing qualification with the help of a tutor who visits weekly.

Children are supported to develop age-appropriate independence skills. Children enjoy baking and are having increased unsupervised time in the community. One child, who particularly enjoys gardening, regularly maintains the garden in the home, keeping it looking neat and tidy. This supports children to develop skills they will need in their adult lives.

Children are supported well to maintain strong family relationships. Families can visit the home and feel they are kept fully informed about their child's care. This helps children to develop a strong sense of identity.

Children's records are reviewed on a regular basis. However, these are not stored on children's files to enable children to have easy access to their records. Local authority care plans are not always reflective of their current placement, and children's records do not clearly reflect the required information necessary to provide consistent care for children. This may compromise the effectiveness of children's care over time.

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

The manager's thorough consideration of children's needs before living at the home has helped ensure that children settle in well and thrive. As a result, children do not regularly place themselves at risk of serious harm. This is because staff are focused on the best outcomes for the children in their care.

Incidents of children going missing from the home have reduced. Staff have a good understanding of safeguarding and their responsibilities should any issues arise. They act appropriately to ensure children's safety by following them and conducting regular welfare checks.

There have been no incidents requiring the use of physical intervention. The use of consequences to bring about desired behaviour is rare. This is because staff provide clear and consistent boundaries to ensure that children know what the expectations are. Staff work closely with children to help them develop positive relationships with staff and with each other.

Risk assessments are in place to ensure that staff are aware of known risks to children and the strategies to keep them safe. Children's bedrooms have door alarms fitted. However, these have not been assessed to determine whether they are still necessary to ensure children's safety. This means children may have unnecessary restrictions placed on them.

Recruitment procedures for permanent staff are thorough. However, managers do not fully satisfy themselves that the recruitment of agency staff covers all areas required by legislation. The current impact on children is low, as the home rarely uses agency staff and has not done so for several months.

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

The manager and the staff team are child focused and share a clear ethos within the home. The manager has good oversight of the running of the home. This ensures that she knows and understands the home's strengths and weaknesses well, taking effective action when needed.

Staff are motivated. They receive a wide range of training opportunities to meet the needs of the children. The manager further develops staff knowledge and practice through encouraging learning circles. These encourage staff to research a topic and share it with the rest of the team. Staff feel supported and receive a good level of supervision that supports their development.

The manager has developed effective working relationships with placing social workers and other external professionals. Placing social workers, parents and police are positive about the home and the quality of care given to the children. They feel the support that staff offer is instrumental to the progress children are making. One parent told the inspector that 'Staff are all brilliant.'

The location risk assessment for the home is regularly reviewed by the manager. However, this is not thorough, as it does not include all potential risks in the town, such as the local parks and nearby bridges. This does not help to inform staff about the area, particularly if children go missing.

## 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 person must maintain records ("case records") for each child which—</p> <p>include the information and documents listed in Schedule 3 in relation to each child; and</p> <p>are kept up to date. (Regulation 36 (1)(a)(b))</p> <p>This specifically relates to ensuring that children's records are kept on each individual child's file, that local authority care plans are up to date and that records include all the information, as listed in schedule 3, that is needed for consistent care practice.</p>	<p>17 November 2023</p>

### Recommendations

- The registered person should ensure that the recruitment of staff, including agency staff, safeguards children and minimises potential risks to them. ('Guide to the Children's Homes Regulations, including the quality standards', page 60, paragraph 13.1)
- The registered person should review the appropriateness and suitability of the location and premises of the home at least once a year. The review should include the identification of any risks and opportunities presented by the home's location and the strategies for managing them. ('Guide to the Children's Homes Regulations, including the quality standards', page 64, paragraph 15.1)
- The registered person should ensure that any modifications to the environment of the home, including the use of door alarms, are only be made where this is intended to safeguard the child's welfare. All decisions should be informed by a rigorous assessment of that individual child's needs, be properly recorded and be kept under regular review. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.10)

## **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:** 1255744

**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:** Amanda Mellings

## Inspectors

Suzanne Young, Ofsted Inspector



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Manchester  
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