

1256610

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 three children who may have emotional and social difficulties.

At the time of the inspection, three children were living at the home.

The manager is suitably experienced and qualified.

Inspection dates: 10 and 11 October 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	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 27 March 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
27/03/2023	Full	Good
21/09/2021	Full	Good
29/01/2020	Interim	Sustained effectiveness
14/10/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children are well cared for by committed staff who are helping them to reach their full potential. Children are busy, settled and have good routines. The manager and staff provide good consistency of care for children. They do their best to support them through challenging times and celebrate their achievements. One child said, 'I've never actually had anyone believing me before. When I look at the progress I've made since I've been here it's more than I ever thought was possible!'

Staff have a good rapport with the children. Staff are invested in and committed to giving children the best care and ensure that their welfare is protected. Children have influence in the home and staff listen to their views and opinions. This helps children to feel valued.

Children are happy at the home. They can reflect on the progress they have made in the time that they have lived there, and have a sense of belonging. Consequently, children experience security and stability. One child said, 'They're [staff] literally my family. I feel loved by them all and actually feel like I belong here.'

Children have opportunities to participate in different activities. One child attends cadets each week, and another child enjoys music concerts and football, to name just a few. The children benefit from events that staff arrange, including a sports day that brought children together from a number of homes within the organisation. The children's participation in activities improves their self-esteem and gives them new experiences.

The manager works effectively with other agencies to ensure that children's care plans reflect the wishes and feelings of children, where possible. However, for one child, despite the best efforts of the manager to escalate her concerns, there has not been an up-to-date local authority care plan on file for 10 months. This is a barrier to good care planning. The manager received the plan the day after the inspection.

The manager is a strong advocate for children. She is proactive in helping the placing authority and virtual school to find the right educational placement for children. When children experience difficulties at school, staff ensure that continued efforts are made to provide additional support to prevent the child's educational placement from breaking down.

Staff continue to encourage children to develop their independence. Children are supported to learn new skills, such as independent travel, budgeting and cooking skills. This supports them to grow in confidence and prepares them well for their next steps.

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

Staff have a calm and relaxed approach with the children. Over time, a homely family environment has been established. This is incredibly positive for the children. It has allowed them to feel safe and protected in their home. The children know that the staff care for them and that they are trusted adults.

Staff show empathy and help children to manage their emotions. They have the skills to talk sensitively with the children and put them at ease when discussing difficult subjects. As a result, behaviours do not escalate, and restraints have not been used for over two years. Children, in turn, have the confidence to talk about their worries and begin thinking about and reflecting on past negative experiences.

Risk assessments are detailed and informative. They include essential information, including effective strategies to manage the children's behaviour and what the triggers might be. They equip staff with essential information about how to work with the children to minimise the risks to which they are exposed. Risk assessments are reviewed regularly and updated after every incident. This ensures that staff have the key information they need to keep children safe.

Children become increasingly safe while living at the home. The manager ensures that there is good-quality joint safeguarding work with children's social workers. This means that safety plans are of a good quality. Safety plans have a clear focus on helping children to learn about risks and how to keep themselves safe.

Staff are good at helping children to develop age-appropriate, healthy routines. For example, one child who has previously had an erratic and unhealthy bedtime routine now has good sleep habits. Staff provide children with reassurance and a sense of safety at bedtime. This has enabled the child to make progress in other areas of their life.

There have been no incidents of children going missing from the home. This reflects the fact that children want to be with the staff.

The effectiveness of leaders and managers: good

The manager leads by example and promotes a culture of calmness and positivity. She is both supportive to staff and caring towards the children. The manager has high aspirations for the children, the staff team, and the ongoing development of the home. She has developed a culture whereby the safety and progress of children are of fundamental importance in all that she and her staff do.

The management team has particularly good knowledge of the children's experiences and the impact of trauma. This, together with their professional skills and experience, has established a solid foundation from which the staff team provides a high standard of care.

The staff enjoy a supportive and homely environment. They have continual professional development, including bespoke training, and the manager has recently started to implement research-informed practice. Although this is in its infancy, the manager has started to ensure that the care provided to children is informed by theory and research.

The staff receive good-quality supervision, which has a clear focus on children. The manager ensures that safeguarding responsibilities are regularly discussed. Issues regarding performance and development are also prioritised, which means that staff are clear about their roles and areas in which they need to improve.

Parents and professionals recognise children's progress and the positive difference that the support children receive is making to their lives.

Any concerns or complaints raised by children or staff are carefully reviewed. The senior management team benefit from high-quality reports produced by an independent visitor. Monitoring and review systems help the home to continually improve and ensure that children receive good-quality care.

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: 1256610

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: Matthew Earnshaw

Registered manager: Susan Barron

Inspector

Zoey Lee, Social Care Inspector

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