

1256059

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 by a national charity. It is registered to provide care for up to five children with emotional and social difficulties.

There were four children living at the home at the time of this inspection.

The home is led by a registered manager.

Inspection dates: 31 October and 1 November 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: 18 October 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/10/2022	Full	Good
26/01/2022	Full	Good
19/11/2019	Full	Good
04/12/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The manager and staff have created a homely atmosphere for children to live in and enjoy. They speak very positively and affectionately of the children and have high aspirations for them. They use language that cares, such as 'everyone loves you'. They freely provide children with physical comfort, such as hugs, and they are always available to the children.

The very good relationships that children have with staff are developed through one-to-one conversations between them. Children have changed the name of these to 'bestie sessions'. These sessions are individual to each child. They focus on things that are important for that child and, as a result, children say that they love their home and the staff.

The staff and manager understand the importance of children's education. The staff are strong advocates for the children, ensuring they have school placements that meet their needs. Children are helped to learn when not in full-time education. Older children are supported with their choices for further education, apprenticeships and work.

Children are involved in a range of activities that promote their physical and emotional well-being. Staff help children to eat a healthy diet and support them to talk about their feelings. This ensures that children are helped to lead a healthy lifestyle and to feel free to express their feelings and emotions.

Children are helped to keep close relationships with family members and friends. This includes being supported to meet with their friends after school in the community and at home.

Children's care plans are clear and detailed. They help staff to understand the children's needs and how to care for each child. There are good relationships with other agencies who work with the children. Children are involved with the development of their plans. This ensures children know and understand their plans.

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

The registered manager and staff understand risk. They recognise the importance of knowing the children well and how best to respond to each child's needs and vulnerabilities. Children's individual behaviour support plans advise staff on how to prevent risky behaviour and respond to children who are struggling. Children are involved in developing these plans and this helps children understand how staff can help them in times of difficulty. For example, one child recognised that they no longer saw some behaviours as a risk, which is good progress.

The manager ensures that any allegations and complaints made by children are taken seriously and managed well. This includes good communication with social workers and other involved professionals. Children are kept updated on any action taken and outcomes from their allegations or complaints. This ensures that children are listened to and their views respected.

Children do not use any illegal substances. They do not go missing from the home. However, clear procedures are in place for staff and children should this happen. Therefore, children are not affected by the known risks of being missing from care.

Children have access to an independent advocate who is known to the children and can work individually with a child or with children as a group. Children are also able to access an independent visitor and provide their views on living at the home. As a result, children can talk to external trusted adults as well as staff.

The effectiveness of leaders and managers: good

The manager has ensured that the requirements and recommendations from the last inspection are met.

The manager is extremely positive about the children and staff. She speaks highly of them and is ambitious for them. She has created a family environment, with clear expectations of staff and children. Staff speak highly of the manager and how approachable and supportive she is. As a result, children like living in the home and staff like working there.

Staff receive the support they need from the manager. This begins with a thorough induction for staff who are new to the home and company. Staff receive regular and effective supervision with a manager or senior worker. There is a comprehensive training programme. Additional training is provided when children's specific needs are identified. This ensures that staff are equipped to meet the needs of each child.

The manager holds regular team meetings, which are well attended. Staff feel able to participate and share ideas and any concerns they may have. Staff say they can talk to the manager about anything. This helps staff to contribute to the development of the home and the care of the children.

An experienced and knowledgeable responsible individual provides the manager with support and oversight. He visits the home regularly. He knows the staff and children well. The manager receives monthly supervision, as well as having daily conversations with the responsible individual. She also has extra support from a regional management group. This provides the manager with support, oversight and guidance.

The manager has extensive quality assurance processes in place. Her oversight and knowledge of the children and life at the home are excellent and inform clear home and workforce development plans. As a result, the care of the children and support of the staff are continually monitored and responded to.

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: 1256059

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: Daniel Thompson

Registered manager: Samantha Burton

Inspectors

Shaun Caplis, Social Care Inspector

Angela Duffus-Palmer, Social Care Inspector

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