

1254308

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 five children who may experience social and emotional difficulties.

The manager is registered with Ofsted and is suitably qualified and experienced. They are currently absent, and an interim manager is in post.

Inspection dates: 28 and 29 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: 9 August 2022

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/08/2022	Full	Requires improvement to be good
09/11/2021	Full	Good
07/01/2020	Interim	Sustained effectiveness
10/09/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, two children have moved out of the home and two children have recently moved in. Three children currently live at the home.

Children are welcomed in a planned sensitive way. When a child moves into the home, the manager and staff ensure that they are well prepared and have effective plans ready to support the new child. This enables the staff team to be clear about how to meet the child's individual needs. This supports children to become happy and settled.

Children are equally supported when moving out. When children leave the home, the manager and staff ensure that the child is well prepared. When possible, the manager and staff continue to offer emotional support and care after children have moved. This is because they understand the gravity of such life-changing events.

Children have positive relationships with staff. The staff team show a genuine commitment towards supporting children. This helps children to settle in following their move to the home and supports to get them on track and make progress. This has been critical in enabling children to begin to build secure and meaningful relationships with a team of staff children know, trust and rely on.

Children attend education daily. Staff work closely with the education and careers coordinator and other providers to ensure that there is effective partnership working to help children progress in education. When children are home schooled, they work hard with education to motivate them to learn. This positive environment encourages children to achieve and make academic progress.

Children's health needs are well understood by staff. Staff encourage children to lead a healthy lifestyle. Children's health needs are well considered and met by staff. Staff work closely with a variety of health services. They support children to attend healthcare appointments and be active. This helps to maintain children's physical well-being.

Children are at the heart of this home. Staff provide children with an extremely warm and nurturing home environment. Staff speak about children with enthusiasm, warmth and compassion. They demonstrate unwavering commitment to the children. This enables children to flourish in all areas of their development.

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

Staff have a clear understanding of their safeguarding roles and responsibilities. Safeguarding is routinely discussed in team meetings. Staff know how to report any concerns they may have. When there has been safeguarding incidents, the manager

and staff are reflective in their practice. Because of this, safeguarding practice is adapted in line with the changing needs of each child.

Staff complete the mandatory training required. They also receive bespoke training which is tailored to the needs of the children. This provides opportunities for staff to discuss and reflect more about specific safeguarding issues. As a result, training is focused on care, support and the safeguarding needs of children.

Children are safer because their risk assessments provide clarity and direction for staff. When there is an incident of concern the manager and staff reflect on the child's plans and risks and adjust the plans when required. Consequently, plans are regularly updated so that they accurately reflect children's risks and vulnerabilities. These plans provide staff with the direction they need to support and protect children.

There have been incidents of children going missing from care. When this happens, staff have followed missing protocols and procedures well. Staff understand what action they should take in the event of a child going missing. Records and tracking logs are detailed and have management oversight. These are reflective and mean that staff can learn lessons and adapt their own practice.

The environment is homely and welcoming. Staff ensure that children develop a sense of belonging and stability. They see themselves as a family around the children, in a family home. However, repairs and improvements outside are not completed in a timely manner. As a result, the external environment does not promote the wellbeing of children.

The effectiveness of leaders and managers: good

The manager is currently away from the home. There is an interim manager who is overseeing the day-to-day management of the home. She has high expectations for children and is ambitious to improve the care they receive. She demonstrates a genuine commitment and motivation to helping children make good progress in all areas of their lives. As a result, staff share her enthusiasm to improve children's experiences and outcomes.

Quality assurance and monitoring systems are effective. The manager monitors and reviews all aspects of each child's care. Monitoring systems are thorough. Reflective practice for staff is strong, and the manager uses what they learn through monitoring the care provided to continually improve. This contributes to providing consistent, positive and child-centred care.

The manager strives to promote the development of the staff team. Staff are supported to develop and grow. Research-informed practice underpins the work with children in this home. Staff also receive daily support and guidance from the management team and each other. This means that children receive care from a skilled, reflective and knowledgeable team.

There are some shortfalls in a few members of staff practice. There have been the occasional responses to children that have been poor. This is evident in some one-to-one sessions with children. The manager understands this shortfall and demonstrates a commitment to addressing these concerns.

Staff feel very well supported in their roles and day-to-day practice. The manager is visible and approachable. They work well together, and staff morale is positive. Because of this, the manager and team have ambitious, creative plans to improve the outcomes for children.

Partnership work with external agencies is very positive. During this inspection, social workers, teachers and commissioners commended the manager and staff on the good communication and the excellent quality of care provided. A common thread in the feedback provided by external agencies is the positive communication, the progress children make and how happy they are living at the home.

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

Recommendations

- 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. Staff should record information about individual children in a non-stigmatising way that distinguishes between fact, opinion and third-party information. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.4)
- The registered person should ensure the home to be nurturing and a supportive environment that meets the needs of their children. With reference for the external garden areas. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)

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: 1254308

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: Craig Whitchurch

Registered manager: Rebecca Blacker

Inspector

Thirza Smith, Social Care Inspector

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