

1254864

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. The home provides care for up to three children with social and emotional difficulties. There were three children living in the home at the time of the inspection.

The manager is suitably experienced and has been registered with Ofsted since 2017.

Inspection dates: 13 and 14 December 2023

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 22 February 2023

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
22/02/2023	Full	Outstanding
02/11/2021	Full	Good
02/03/2020	Full	Outstanding
28/02/2019	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children make exceptional progress in all areas of their development. Staff provide children with care that creates positive memories and experiences. The manager and deputy manager inspire a nurturing team of staff, who keep children at the centre of everything they do. Staff have a comprehensive knowledge and understanding of children's individual needs. Children form trusted relationships with staff and benefit from high-quality care and support. One child said, 'Staff are amazing.'

The staff provide excellent support to help children make progress in education. Staff attend meetings with school and other external professionals to ensure children are provided with the support they need. For example, one child was not attending school, but they now attending full-time. A social worker said, '[Child's name] needs no additional support in school anymore and the fact [child's name] has closed all the gaps in their education is amazing.'

Staff support children to develop skills for independent living. One child has been encouraged and supported in part-time volunteer work. The work undertaken is interactive and supports children to engage in learning. Staff advocate for children and ensure plans for making progress are focused on the needs of children. Staff support children to develop life skills, which helps them achieve positive outcomes.

Children are encouraged by staff to do a variety of activities. Community activities include after school and youth clubs, and a variety of exercise classes. This develops the children's confidence and opportunities to socialise and make new friends. One child was supported by staff to plan a sports day for the home. This included children from other homes in the organisation and the day was enjoyed by all.

Excellent, individual sessions with children help them to voice their opinions. Sessions are tailored to the specific needs of children. Staff connect behaviours to feelings and speak with children about different ways to manage their emotions. Staff use curiosity and show empathy to children when discussing their feelings. Children are listened to, and their views are valued by the staff.

Staff recognise the value of continued family relationships. Children are very well supported when spending time with their family. One parent said, 'I used to feel judged and on edge [when the child was in a previous placement], but now I feel more comfortable in family time. They [the staff] are great with him.'

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

Children's risks are identified and well understood by staff. Risk assessments are clear and highly detailed. They include how a child may present and how staff can support them if they are struggling to manage their emotions. Children are involved in developing their own risk assessments in relation to the support which would help them the best. Staff encourage children to reflect on their behaviours and help them understand the impact of their behaviour on others.

Staff manage significant incidents very well. Staff use distraction techniques and emotional reassurance to support children who are struggling to manage their feelings and emotions. Physical intervention to manage children's behaviour is only used as a last resort. Incident reports are very detailed and help understand what happened for all involved.

There are effective systems in place if a child goes missing from care. Staff know the children extremely well and this is a key factor in helping keep children safe. Continued attempts are made by staff to locate children and encourage them to return to the home. Communication by the staff with other professionals and family is excellent. Staff support children on their return and discuss any help they might need to prevent further missing from home episodes.

Staff are committed and enthusiastic about achieving best outcomes for children. They have an excellent understanding of children's care plans. The manager and staff work together with external professionals and family members to progress care plans for children. A social worker said, 'There is such a robust routine and structure in his life which is great.' They added that the staff have supported the child to make positive progress with their care plan.

The effectiveness of leaders and managers: outstanding

The registered manager and deputy managers have high aspirations for children and inspire the staff to improve the lives of children. The manager leads by example and supports staff with the care provided to children. This has contributed to high morale and dedication throughout the team.

The manager understands the importance of having thorough quality assurance and oversight systems. These systems enable the manager to continually evaluate the care and support given to children. Additionally, the staff develop and improve their skills in providing care to children because of the constant re-evaluation processes. The manager and staff are completely invested in children meeting their full potential and speak proudly of their achievements. As a result, children receive care that is kind, consistent and enables them to thrive.

Staff training is effective, helping staff to develop skills and provide exceptional care to children. The training is enhanced by the knowledge shared by staff within the team. The manager is clear about the ethos and model of care she wishes to

promote across the home. Staff have received comprehensive training, and this is embedded in daily practice.

Team meetings and professional supervision are regular and reflective. The manager encourages staff to progress their own development, but also recognise their commitment and dedication to children. Several members of staff spoke of the home feeling like a family, where they all work together. One member of staff said, 'The manager's dedication has created a warm, welcoming and nurturing work environment that I truly appreciate.'

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: 1254864

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

Kathryn Hurley, Social Care Inspector

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