

# 1258134

Registered provider: Homes 2 Inspire Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is run by a private company that is owned and operated by a national charity. It provides care for up to five children with social and emotional difficulties. At the time of the inspection, four children were living in the home.

The manager was registered with Ofsted in August 2023 and is currently responsible for running the home.

### Inspection dates: 18 and 19 January 2024

<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	outstanding
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The children's home provides effective services that meet the requirements for good.

**Date of last inspection:** 13 February 2023

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
13/02/2023	Full	Good
08/11/2022	Full	Inadequate
14/07/2021	Full	Good
08/07/2019	Full	Good

## Inspection judgements

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

The manager and staff team have worked tirelessly to significantly improve the home since the last full inspection. Two of the four children moved in after that inspection. Three of the children are siblings and the fourth child interacts like another sibling. They have all developed positive relationships with the staff and say they are happy. A parent spoke positively about how his children are progressing. He praised the team for setting boundaries. He felt that the team achieves this by being firm but fair.

Each child arrived at the home with a history of long-term school absence or sporadic attendance. They all now attend school regularly and achieve high attendance levels. They each show a positive attitude towards learning. One headteacher spoke positively about the progress they have noted in a child since he moved into the home.

All four children are in good health. They receive regular check-ups and specialist care as needed.

The staff support the children to maintain relationships with their families. This includes supporting family visits on site. This has enabled them to have time together in a consistent homely space.

The team has successfully supported positive moves for children into and out of the home. One young person who moved out stayed in touch for a while after moving. This ongoing contact supported him through a difficult and unsettled time. One of the older young people now at the home has said he wishes to remain there for as long as possible. This is because he does not feel ready to live independently. The team is currently advocating on his behalf. This is to ensure that all options, including him remaining in the home, are being explored. This action is one example, of many, that show that the staff listen to children and take their views into account.

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

The staff at the home have successfully come through a challenging period. There has been a positive shift in the children's behaviours. They are now engaging in fewer risky activities. Staff have achieved this through encouraging an open and child-focused environment. These improvements have led to the children saying that they feel safe. Staff work with them, their families and professionals to ensure that this remains the case.

There has been a significant reduction in missing-from-home episodes. Staff use an individualised approach to behaviour management. Staff consider the children's specific triggers and causes of upset. This approach ensures that staff use

appropriate strategies and support mechanisms. They are also proactive in using key-work sessions with children to address concerns as they arise.

The manager is diligent in her oversight of allegations and medication. She ensures that allegations are thoroughly investigated and concluded appropriately. When medication errors occurred, she ensured that staff completed refresher medication competency training. This measure assists with preventing future errors.

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

The manager has a strong commitment to maintaining an excellent standard of care in the home. She leads by example and believes that the children cared for at the home deserve the very best. She works alongside the staff to ensure that children's care experiences are positive. The team shares the manager's clear vision and staff go above and beyond expectations. The manager's aim is for children to build positive relationships that provide a sense of 'ease, comfort and happiness'.

Leaders and managers track progress and outcomes, presenting this information visually using timelines. This format makes it easier to see and celebrate the staff and children's progress. The manager has organised the new deputy's arrival well and considered the children's responses to change. The deputy has made several introductory visits to the home. This gradual approach demonstrates the manager's dedication to ensuring a smooth transition. This benefits the children and the deputy manager.

The manager is a proactive and effective advocate for the children and staff. She ensures that issues are followed up and relevant action taken. This approach minimises delays or any deviation from the agreed plans and desired outcomes.

Staff describe the manager as supportive. They say that she genuinely cares about their well-being, as well as their performance. They also describe her as being passionate about creating a nurturing work and home environment.

The quality of professional relationships is commendable. These ensure comprehensive support for children in all aspects of their development. The team challenges professionals when necessary. A headteacher described them doing this in a way that still promotes partnership working. The manager has involved children and staff in the development of an environment that is inclusive and embraces diversity.

All requirements raised at the last inspection have been met and no new shortfalls have been identified. The manager and her team have a clear understanding of areas for improvement. The manager uses her independent visitor's monthly reports to assist with this. She then highlights these aspects of desired development in her quality of care report. She is committed to continuous growth. The manager integrates research into practice. This shows a broader understanding of the role and the impact of the team's work on the children's development.

## **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:** 1258134

**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:** Anna Whitford

## Inspector

Sonia Hay, Ofsted Inspector

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