

1255748

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 four children who may experience social and emotional difficulties.

Inspection dates: 20 and 21 February 2024

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: 28 March 2023

Overall judgement at last inspection: Good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/03/2023	Full	Good
11/08/2021	Full	Good
15/07/2019	Full	Requires improvement to be good
07/05/2019	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

Since the previous inspection, one child has returned home. Children currently living at the home have been there for a long time. This level of stability creates a real sense of belonging for each child. This has been critical in allowing children to build secure and meaningful relationships with a team of staff who they know, trust, and rely on.

Children are cared for by staff who understand their needs. Staff speak about children with enthusiasm, warmth, and compassion. Staff demonstrate unwavering commitment to the children. This enables children to flourish in all areas of their development.

Staff encourage and support children to explore and develop their interests. Children enjoy many positive experiences and develop hobbies and talents. Children access community activities on a regular basis. For example, one child is a member of a local football team. Staff support children to take age-appropriate risks. Because of this, children's confidence and self-esteem improve.

Staff understand and meet children's health needs well. Staff encourage children to lead a healthy lifestyle. They support children to attend healthcare appointments and to be active. This helps to maintain children's physical well-being.

Well established routines and structure mean that children are well prepared for the school day. This helps them to learn. Staff work closely with education providers to ensure there is effective partnership working to help children make good progress. Where children are not engaged in education, staff work hard to motivate them to learn. Children receive consistency in care and education. As a result, children engage with learning and make clear educational progress.

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

Children enjoy the trusting relationships they have with the manager and staff. Children know they are listened too. Children can share their worries or any concerns, and they know that staff will take these seriously. This reflects the staff's ability to manage and support children to work through their worries. This helps children to feel safe and secure.

There have been incidents of children going missing from care. When this happens, staff have followed missing protocols and procedures well. When children go missing, staff are quick to respond. They go above and beyond to ensure the child returns home as soon as possible. Staff offer children care, reassurance and empathy following missing episodes. As a result, incidents of missing for one child has significantly reduced.

Staff complete all mandatory training required. They also receive bespoke training which is tailored to the individual needs of the children. Staff discuss safeguarding issues in team meetings and in regular, formal one-to-one meetings with their manager. This provides opportunities for staff to discuss and reflect more about specific safeguarding issues. As a result, staff fully understand how to keep children as safe as possible.

Children are safer because their individual risk assessments and plans are clear and informative for staff. This ensures that staff understand well potential risks to children. When there is an incident of concern the manager and staff reflect on the plans and risks and adjust the plans if required. Staff regularly update children's plans so that they accurately reflect children's risks and vulnerabilities. These plans provide staff with the direction they need to support and protect children.

The environment is homely and welcoming. Staff ensure children develop a sense of belonging and stability. The staff see themselves as a family around the children, in a family home. However, the home would benefit from repairs and improvements in the outside garden

The effectiveness of leaders and managers: good

The registered manager has been away from the home but has recently returned. During this time an interim manager has been overseeing the home. The interim manager worked at the home previously and so knows the children very well. She is highly committed to the children she cares for and has high aspirations for them.

The manager is a strong advocate for children. She challenges decisions she believes are not in their best interests or where the child's needs are not being met by the responsible placing authority. She challenges to help ensure that the right services are available to children to help them to make progress.

Staff enjoy their work. Staff feel very well supported in their roles and day-to-day practice. They know the manager values them. The manager is visible and approachable. They work well together, and staff morale is high. The manager and team are fully committed to providing positive, nurturing care.

The manager has recruited a diverse team, which enriches the quality of care. Some members of the team are new. In addition, structured induction processes ensure that new staff have a well-planned introduction to the home. This supports staff to provide good care to children.

Effective management systems are in place. Children's records are of a good standard and provide details of care provided. Regular audits take place to ensure plans are dynamic in nature and change with the child. This supports the progression and achievement of children's goals for their future.

Partnership work with external agencies is largely effective. The manager and staff have built positive working relationships with the placing authority. However, within

management monitoring systems, there is a lack of feedback from parents, children, staff and external professionals about children's progress. The home would benefit from seeking more feedback to help to continually improve the experiences and care of children at the home.

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

Recommendations

- The registered person should actively seek independent scrutiny of the home and make best use of information from independent and internal monitoring (including under regulations 44 and 45) to ensure continuous improvement. They are responsible for proactively implementing lessons learned and sustaining good practice. With particular reference to seeking independent feedback from all those involved in the care of each child. ('Guide to the children's homes regulations including the quality standards', page 55, paragraph 10.24)
- The registered manager should ensure the home is a nurturing and a supportive environment that meets the needs of their children. With particular 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: 1255748

Provision sub-type: Children's home

Registered provider: Homes 2 Inspire Limited

Registered provider address: Homes 2 Inspire Limited, Lumonics House, Valiant Office Suites, Valley Drive, Swift Valley Industrial Estate, Rugby CV21 1TQ

Responsible individual: Matthew Earnshaw

Registered manager: Rachel Rodriguez Rosario
Tola Benjamin

Inspector

Thirza Smith, Social Care Inspector

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