

1255743

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 operated by a private company that is owned and operated by a national charity. It provides care for up to three children with behavioural, emotional and social difficulties.

Inspection dates: 13 to 14 March 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: 26 July 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
26/07/2022	Full	Requires improvement to be good
26/05/2021	Full	Good
09/12/2019	Full	Outstanding
12/03/2019	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: good

Children are building positive relationships with staff and peers. They are experiencing nurturing care with consistent boundaries.

Children who have had difficult experiences in education are being supported to engage in education. They are also participating in social and educational activities. Staff are tenacious at encouraging and motivating children.

Children's progress is celebrated. Consequently, children are growing in confidence and self-esteem.

The home environment is comfortable, well decorated and inclusive. Children are encouraged to contribute ideas about the décor, to personalise their spaces and to get involved in tasks such as cooking and keeping the home tidy.

Staff know children's needs, histories, and vulnerabilities. Children have attended preventative health appointments with universal services. They also have improved diet and sleep routines, sensitively supported by staff advice and guidance.

Staff work with partners to ensure children's emotional wellbeing is understood. Referrals have been made to specialist services, where appropriate. As a result, children have improving health.

Children's views are sought by home staff, social workers and by a visiting advocate on behalf of the commissioning local authority. However, for the children living in the home currently, due to their individual circumstances, they require the opportunity to have their own independent advocacy.

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

Children have behaviour support plans that include information about known risks and behaviours, measure the level of concern, and provide advice to staff about possible triggers and helpful responses.

The plans are discussed with children, they contribute their views about helpful and unhelpful responses. Staff ensure children understand the risks and behaviours adults are worried about.

Plans are regularly reviewed and updated, so that if there are emerging concerns these are assessed with partners and children, and plans are amended.

Currently children are settled and there are reduced risks and concerns regarding missing, anti-social behaviours and self-harm behaviours.

Children report that they feel safer and that they have staff they would talk to if they have any concerns.

Staff understand the risks associated with children who go missing. They are familiar with the police and social care protocols to report and prevent missing incidents. When there have been missing incidents and or concerns about possible criminal behaviour, referrals have been made to the police and social workers. Multi-agency meetings have been held and plans agreed to reduce and manage risks.

Staff are trained in de-escalating and distraction techniques in response to behaviours that may present risk of harm to self or others. Staff do intervene where necessary to prevent harm. Records are detailed and include the reason for the physical intervention. There is management oversight and sometimes independent oversight by an experienced trainer, to ensure interventions meet the legal criteria, are safe and children have been spoken to. There has not been the use of physical interventions for several months.

Managers have identified a small number of allegations about harm to children in a timely way and these have been referred to the local authority designated officer. There are no open referrals about children living in the home currently.

Managers reflect with staff following any safeguarding concerns to consider lessons learnt and practice development. Partners are also invited and involved in reflections where appropriate.

The effectiveness of leaders and managers: good

There has been a period of change of managers covering the home leading up to this inspection, due to maternity leave of the registered manager. During this time the home was a short stay and emergency home. This means that there were a relatively high number of children moving into the home and moving on from the home.

It would seem from staff and managers views and a review of a small number of incidents, that this did result in children with a combination of needs and risks living together and children being anxious about where they may be moving on to from the home.

This has resulted in a review of and changes to the function of the home following the return of the registered manager. These are reflected in the home's statement of purpose and have involved consultation with commissioners.

The changes mean that the home can accommodate the care plans in respect of the children that are settled in the home and are making progress at this time.

Managers have a good overview of children's progress and staff practice. They respond to recommendations in the monthly reports from the independent visitor.

Staff receive regular supervision and team meetings. Managers have identified and responded to staff performance concerns and provided and promoted staff development opportunities.

Staff receive mandatory and qualification training, training is monitored and tracked by managers.

Staff also participate in informal learning circles in response to areas of interest and relevance to the home.

Staff require training in trauma informed practice to ensure they have the skills and knowledge to meet the needs of children living in the home and children likely to be referred to the home in the future.

Professionals report that there is good partnership working. Communication between managers and the commissioners is particularly effective in problem solving and preventing delays in planning for children.

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

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
<p>The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential and promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that staff have the experience, qualifications, and skills to meet the needs of each child.</p>	28/05/2024

<p>(Regulation 13 (1)(a)(b)(2)(c))</p> <p>This is with particular reference to staff receiving training in trauma informed practice.</p>	
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Recommendations

- All children must have access to appropriate advocacy support, and where possible this should be provided by a person that the child chooses. Looked after children are entitled to an independent advocate to advise them and ensure they have the support needed to express their views, wishes and feelings about their care and lives.
(‘Guide to the Children’s Homes Regulations, including the quality standards’, page 23, paragraph 4.16)

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: 1255743

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: Cherelle Robinson

Registered manager: Jade Margetts-Parkin

Inspector(s)

Cathey Moriarty, social care inspector

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