

1254745

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, which is owned and operated by a national charity. The home provides care for up to five children who have emotional and social difficulties.

The registered manager is suitably qualified.

Inspection dates: 19 and 20 March 2024

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: 28 March 2023

Overall judgement at last inspection: Outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/03/2023	Full	Outstanding
24/03/2022	Interim	Improved effectiveness
20/04/2021	Full	Requires improvement to be good
28/05/2019	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Since the previous inspection, five children have moved out. When children have left the home, managers ensure they receive exceptional support and assistance. Where possible children are fully prepared and visit their new home prior to moving in. Managers and staff demonstrate an unwavering commitment to children and go above and beyond to continue with emotional support once children move because they understand the gravity of such life changing moves.

Children grow in confidence and self-esteem because they are so well supported by staff. Children spend meaningful and purposeful time with staff. Together, children and staff discuss sensitive issues and have difficult conversations. This alleviates children's worries and enables them to reflect, learn and develop. Staff support children to express their individuality and take pride in their achievements. The staff have outstanding relationships with each child. Together, they create a nurturing family feel in the home.

Staff advocate strongly for the children to have access to good education provision. They ensure that education providers understand the impact of being in care and how children's emotional wellbeing can be affected. Children have sat exams, and some are going to college. Despite the challenges of the past months, staff work very creatively to make sure children have positive education experiences that builds on their talents and reflects their aspirations. As a result, children engage with education and make clear progress.

Children spending time with their families and friends is encouraged and supported when this is in their best interests. There is excellent communication between the managers and staff, family members, friends and other external professionals. Staff have gone to great lengths to support children to rebuild their relationships with their families. Staff understand the value for children of these important relationships. This enables children to build meaningful relationships with people that are important to them.

Children's progress, experiences, wishes and views are central, well understood and the pillar used to develop very high-quality wrap around care. Most of the children have lived at the home for a long time. This level of stability creates a real sense of belonging. This has been significant in allowing children to build secure and meaningful relationships with a team of staff who children know, trust, and rely on.

Children are at the heart of this home. Managers and staff provide children with an extremely warm and nurturing home and environment. Staff place a strong focus on supporting children to have fun, try new things and have a happy life. There is lots of laughter in the home and relationships between staff and children are exceptional. 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 lives.

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

The manager and staff understand the children's risks and vulnerabilities extremely well. The manager goes to great lengths to understand how best to protect and support children to grow and develop. There is close monitoring of patterns and changes in children's risks. Approaches to children's care and plans are altered to reflect the changing needs. As a result, children's risk assessments and plans are informative, reflective and current.

There have been incidents of children going missing. When this happens, staff have followed missing protocols and procedures exceptionally well. Staff are quick to respond and go above and beyond to ensure children return to the home safely and as soon as possible. Following incidents, the manager is proactive and reflects on these and effectively works with other agencies to ensure that strategies to reduce risks are carefully considered and highly effective.

Staff support children to develop their independence skills that are appropriate to their age and development. This includes taking age appropriate risks and well managed risks. Staff are confident in supporting children to access community facilities and have new experiences. For example, one child planned and organised a holiday abroad with their sister and went swimming with turtles. This encourages children to explore their interests and take part in fun, stimulating activities.

Children are safe in this home. This is because they have strong relationships with the manager and staff. Children talk openly about their current and previous life experiences. This means that staff can support children to overcome past trauma and to manage current risks. As a result, children are assured that staff will do everything to keep them safe.

Staff have received good quality safeguarding training. As a result, they have a clear understanding of their safeguarding roles and responsibilities. Staff know how to report any concerns they may have. Safeguarding incidents are exceptionally rare. When they do occur, staff know how to respond and keep children safe.

The home environment reflects that children are valued. It is homely, with a good standard of decoration and furnishings. Staff take pride in making the house a home. Staff ensure children develop a sense of belonging and stability. This supports the progress and experience of the children. 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: outstanding

The manager is a dedicated and passionate leader. She is highly ambitious for children and staff. The managers experience, knowledge and style produces a strong sense of commitment and loyalty from the staff team. She leads by example and creates a culture of high expectations and positive ethos in the home. The staff team share the manager's vision for this home. This is to ensure that all children have the best possible experiences and providing excellent child-centred care.

Teamwork is fundamental in providing children with the best possible care and support. Staff focus on children's strengths and abilities. The team celebrate all successes with children. Staff are committed to ensuring that each child has the best chances and outcomes possible. They advocate strongly for children's rights and needs. The manager and staff see themselves as a family around the child, which leads to excellent outcomes for children.

Staff experience an excellent level of support through regular one to one meetings and team meetings. They also receive daily support and guidance from the management team and each other. As a result, staff feel they have a voice in influencing the high care provided to children. Staff do not yet consistently have further discussions in their one-to-one meetings and team meetings on wider safeguarding issues. This is an area for improvement.

A key strength of the home is the way the manager promotes learning and development of the team. Staff are supported to develop and grow. Staff access a range of bespoke training essential to the individual needs of the children. Research informed practice underpins the work with children in this home. This means that children receive care from a highly skilled, reflective and knowledgeable team.

The monitoring by the manager is outstanding. Effective management systems are in place. Childrens records are of a very high standard. Plans are dynamic in nature and change with the child. The child is able to read their plan and see their growth and the progress they are making. As a result, children are rightly proud of their achievements.

Partnership work with external agencies is very positive. During this inspection, social workers commended the manager and staff on the excellent communication and the outstanding quality of care provided. A common thread in the feedback provided by external agencies is the positive communication, the sustained improvements and exceptional 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 manager should ensure the home to be nurturing and a supportive environment that meets the needs of their children. With particular reference for the external garden areas and maintenance externally. ('Guide to the children's homes regulations including the quality standards', page 15, paragraph 3.9)
- The registered person should ensure that the content and/or outcomes of supervision sessions reflect discussion on safeguarding issues which allows them to reflect on their practice and the needs and external risks of children assigned to their care . ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.4)

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: 1254745

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
Philip Cass

Registered manager: Carla-Marie Dore

Inspector

Thirza Smith, social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
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