

1255747

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 five children who experience social and emotional difficulties.

At the time of the inspection, five children were living at the home.

The home is led by a registered manager.

Inspection dates: 7 and 8 November 2023

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: 13 September 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
13/09/2022	Full	Good
08/06/2021	Full	Good
16/10/2019	Full	Requires improvement to be good
13/03/2019	Interim	Sustained effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

There are good relationships between staff and children. As a result, children like living in the home and are making good progress. Staff and children have regular and important conversations. Children choose to call these 'catch-up chats'. Children can confide in staff and talk about important issues for them. The children are respected for who they are. They are supported to celebrate their achievements and individuality. One child said, 'I feel I am very well understood as far as my gender, identity and spiritual beliefs.'

Staff and children have worked together and created a homely and comfortable environment that the children call their home. Children say they like their bedrooms and have chosen the decoration and furnishings. These areas reflect the children's tastes and interests.

Children's care plans are individual to them and updated by the manager and staff. The manager and staff use detailed case notes and a progress tracker that focuses on children's outcomes as well as discussions with involved professionals. The children's care plans are clear, detailed and subject to regular reviews. They cover all important aspects of the child's life, including their health, education, relationships, wishes and feelings. Children are involved in their plans, and the plans are written directly to the child. Staff understand and consistently implement these plans, which helps children to make progress.

Children are helped to learn. They are supported with additional tutoring in key subject areas. Recent exam results are good, which has enabled older children to secure places on college courses. This has helped children to make very good progress with their education and future career plans.

Children are encouraged to learn independence skills appropriate to their age and understanding. Staff use an accredited programme for those children who may wish to gain certificates in this area. There have been some very good achievements, for example children learning to use buses and trains to travel to college.

Children are helped to lead a healthy lifestyle. They attend regular appointments with doctors, dentists and opticians. They also receive help from specialist health professionals when required. Healthy eating and activities involving exercise are promoted. Plans are clear with regards to children who need additional support with their health needs. Therefore, children are fitter, happier and healthier.

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

Staff have a good understanding of children's risks and vulnerabilities. The children's individual behaviour support plans document risks to each child. The staff know the children well. This allows them to recognise when a child may need additional help

or support and they have good and effective strategies that help children to remain safe. Actions are clear and appropriate when staff need to physically intervene to keep a child or others safe.

The manager and staff listen to children and take their views and comments very seriously. For example, the manager reviewed an incident report and responded to a comment made by a child during an incident of challenging behaviour. The manager identified the comments as an allegation. There was good communication with the child's social worker and the local authority designated officer to ensure that the child was safe. The manager investigated the allegation thoroughly and reached a satisfactory conclusion.

Children and staff are helped to learn from incidents. The manager and deputy manager look closely at incident reports to see what could have been responded to differently. Children's and staff's opinions are sought. This then informs the updating of children's plans. Support for children and staff is identified. This includes additional training for staff if required.

Children have access to an independent person to talk to. There has been effective advocacy for children by this independent person and from the manager and responsible individual. This has included helping a child to explain their wish to remain at this home longer. This was agreed and the child feels settled and safe living in their home.

The effectiveness of leaders and managers: good

The home is led by a knowledgeable and committed manager. She knows the strengths and weaknesses in the care provided. She has an ambitious development plan for the home, which is focused on helping staff to continue improving the care and protection that children receive.

The manager and deputy have developed a new staff team following many changes to staff over the last year. This relatively new team has developed quickly and there is good communication and teamwork. The manager and leaders have taken care to recruit staff who will work to their ethos and who can share their vision.

Team meetings take place regularly and are well attended. These have helped to develop good relationships between staff and ensure that there is effective communication. Staff are helped to continually learn, with creative ideas by the manager and deputy. This includes a 'lucky-dip jar' of questions about practice and legislation. This has created a culture whereby staff learn and develop through enjoyable activities as well as formal learning.

The manager ensures that staff are well supported. New members of staff receive a comprehensive induction to the organisation and the home. Staff benefit from a comprehensive training programme that provides them with the knowledge and skills to provide children with good and safe care. The staff have regular, individual

supervision sessions with a manager. As a result, staff feel valued and say they love working at the home.

The manager and deputy manager maintain close monitoring of the quality of care. A range of quality assurance processes are in place. This includes daily and weekly checks and more detailed monthly audits. Therefore, the manager is aware of what is happening in the home and what is needed to help staff to develop further.

The manager receives good support from a responsible individual who is very experienced in children's residential care. This includes regular supervision and visits to the home. She knows the staff and children well. This helps her to guide the manager and ensure that there are aspirational home and workforce development plans.

The manager and staff work closely with other professionals involved with the children. They work together to ensure that children's needs are met. A social worker said, 'Staff are good at keeping me updated.' An education provider said, 'The staff do a remarkably good job, and they go above and beyond.'

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: 1255747

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: Marisse Prior

Registered manager: Jessica Mitchell

Inspector

Shaun Caplis, Social Care Inspector

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Piccadilly Gate
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M1 2WD

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