

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. It is registered to provide care for up to five children with emotional and social difficulties.

There were three children living at the home at the time of the inspection.

The manager registered with Ofsted in September 2024.

Inspection dates: 22 and 23 October 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: 7 November 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/11/2023	Full	Good
13/09/2022	Full	Good
08/06/2021	Full	Good
16/10/2019	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

Children have positive relationships with staff. They are comfortable spending time with the staff and know who they can go to for help. Children say they like the staff and the support they have been given.

Children are supported to engage with their education. Staff are ambitious for the children and work closely with teachers, local authority education specialists and social workers. Staff advocate for children who are not in education. As a result, children have appropriate learning opportunities.

Children's individual health needs are met. They are helped to attend regular health appointments. When required, more specialist help is accessed. This includes support for children's mental health. Staff know why children take specific medications. These are stored safely and administered and recorded appropriately.

Children do not currently have one specific care plan. Details of a child's care are spread across various documents. This makes it difficult for staff to quickly access the plans for children. This is acknowledged by the manager and responsible individual. A child placement, care and pathway plan is being introduced to address this.

Children have been appropriately supported to move to other homes. There has been good communication with other agencies to make the moves successful. Children have been supported with learning independence skills. This includes older children shopping and cooking for themselves. However, there are no clear written plans for children's transitions. The manager has sourced a template for this purpose.

Staff ensure that children are listened to. Children can share their wishes and feelings. One-to-one discussions are used effectively. These key-work sessions are specific to each child's individual needs. There is an additional group meeting where children are involved in decision-making.

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

Staff understand risks to children. This is informed by clear, positive behaviour support plans for each child. They identify the known risks to the child and triggers for unwanted behaviour. The way staff should support children to minimise risks is clearly recorded. There is also a detailed assessment of any risks in the area the home is located which takes into account any potential effects on children.

The manager ensures that any allegations made by children are taken seriously. Children feel confident to raise allegations. Staff support children to speak about any concerns. External safeguarding agencies are used appropriately. Thorough investigations take place and children are kept safe while these are completed.

Staff manage children's unwanted behaviour well. They know the children well and how to react to incidents. Staff are trained in de-escalation and safe handling. As a result, incidents that mean children need to be held are rare. Holding a child is only used as a last resort and with minimal intervention to keep a child or others safe.

Children do not go missing from the home. Positively, there are clear policies and procedures in place should this happen.

The manager uses safe recruitment practices for all new staff. This ensures that support workers are safe to care for the children.

The effectiveness of leaders and managers: good

The manager ensures that staff receive a comprehensive induction. This is supported by a thorough training programme. As a result, staff say they feel well prepared for caring for the children.

Supervision of staff is not consistent. The manager is aware that these meetings need further development. This is with regard to their quality and frequency. The purpose of supervision has not been understood by staff. Therefore, staff have not experienced supervision as a reflective and learning process. New systems have been introduced to address this.

An experienced responsible individual supports the manager. She visits the home often and knows the staff and children well. The manager receives regular recorded supervision from the responsible individual. It is reflective and supportive and helps the manager in her new role.

The manager and responsible individual have good oversight of the home. There are daily and weekly checks completed by staff which are audited by the manager. The manager reviews and signs off all children's records. The responsible individual supports a detailed quarterly peer audit of the home. This ensures that the manager is aware of the quality of the care provided to children.

A workforce development plan has been devised and reviewed by the manager. It gives details of the staff induction period and mandatory training. It also explains the process for improving poor performance. The manager is aware of the strengths of the team and things that need developing further.

Effective team meetings are held by the manager. There are good discussions about each child's progress which include their education, hobbies and interests. Information is shared with regard to safeguarding, health and safety, and other important issues. The manager is keen to develop team meetings to provide further learning opportunities to staff. This would include more regular meetings.

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, The 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
The care planning standard is that children— receive effectively planned care in or through the children's home. (Regulation 14 (1)(a)) In particular, ensure that all children have a plan that staff can work towards which ensures that children are helped and protected and that their welfare is promoted at all times, including transition planning.	30 November 2024
The registered person must ensure that all employees— undertake appropriate continuing professional development; receive practice-related supervision by a person with appropriate experience; and have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(b)) In particular, ensure that supervision sessions are regular and of good quality.	30 November 2024

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, Warwickshire CV21 1TQ

Responsible individual: Marisse Prior

Registered manager: Vanessa Jones Carter

Inspectors

Shaun Caplis, Social Care Inspector
Becky Thompson, Social Care Inspector

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