

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.

The home is led by an experienced and qualified manager.

At the time of the inspection, four children were living at the home. The inspector spoke with three of the children during the inspection.

Inspection dates: 10 and 11 December 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	good
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The effectiveness of leaders and managers	good
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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: 20 February 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/02/2024	Full	Good
28/03/2023	Full	Good
11/08/2021	Full	Good
15/07/2019	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Since the previous inspection, two children have left the home, and two children have moved into the home. There were four children living at the home at the time of the inspection. The inspectors spoke to and spent time with three of the children.

Children receive exceptional support and assistance when leaving the home. There is a lot of consideration and sensitive planning to prepare them to move. Children are fully involved with their move and visit their new home with staff before moving in. The manager and staff demonstrate an unwavering commitment to the children and go above and beyond to continue to provide emotional support once children move. They do this because they understand the gravity of such life-changing experiences. One child who moved away from the home continues to visit for meals and to talk to the staff on a regular basis.

Children are at the heart of this home. The progress of children is exceptional. Children's experiences, wishes and views are central and well understood and are the pillar used to develop very high-quality wraparound care. Children spend meaningful and purposeful time with staff. Children enjoy living at the home and are able to fulfil their dreams and wishes. One child went on a stadium tour of a premiership football club in London, and another child experienced a film studio tour. Some 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 whom children know, trust and rely on.

Children's attendance and progress in education provisions are exceptional, and improvements are sustained. Staff support and motivate children to learn. Children complete homework and revision in preparation for exams. They enjoy reading and learning in the home as well as in educational settings. Children are proud of their achievements and are motivated to progress academically. A child spoke of their progress and how far they had come since last year. One child travels to college by themselves. Children are supported to become more independent. The consistent and positive attitude and approach encourage children to achieve, learn and make academic progress. This enhances children's life chances and hopes for the future.

Children grow in confidence and self-esteem because they are so well supported by 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 atmosphere in the home is relaxed, and this helps children to have a strong sense of belonging. The exceptional care provided is underpinned by strong and meaningful relationships. Together, they create a nurturing family feel in the home.

Children's contact with their families and friends is planned, encouraged and supported where this is in their best interests. There is excellent communication between the manager, staff, family members, friends and other external professionals. Visits to the home are also facilitated, and friends are encouraged to come for meals at the home. Staff understand the value of these important relationships for children and go above and beyond to ensure that they are maintained. Children are able to continue friendships and build appropriate bonds with those that matter to them.

Children develop their skills to live independently. Staff understand that supporting them in life skills, such as understanding healthy relationships and money management, is just as important as practical skills. Some children have also completed three levels of ASDAN. This level of achievement is worthy of wider dissemination and celebration. Staff speak with pride when they describe the progress children have made. The consistent level of high-quality care gives children the confidence to achieve goals that are important to them.

The environment is homely and welcoming. There is a lot of laughter and fun in the home. The home reflects that children are valued, respected and receive a high level of nurturing care. Children have personalised their bedrooms, giving them a sense of pride and belonging. The children have also influenced the decoration and use of communal areas in the home. Staff demonstrate unwavering commitment to the children. This promotes the stability of the children's placements.

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

Children enjoy the trusting relationships that they have built with the staff. Staff have a detailed understanding of each child's plans. Children are safer living in this home. Children talk openly about their current and previous life experiences. This means that staff can support children to overcome past trauma and manage current risks.

Staff complete the provider's mandatory training. Staff discuss safeguarding issues in team meetings, which provide opportunities for staff to discuss and reflect on specific safeguarding issues. However, staff are not fully able to meet the needs of one child because they lack the specialised training needed to support them to understand the child better and provide them with consistent care.

Staff 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.

Staff are extremely diligent. This ensures that the potential risks to children are understood and minimised. Risk management plans and care plans are thorough. They provide clear and concise information about how children need to be supported. Staff know and understand the underlying causes of concern or difficulties that children can present. As a result, children are assured that staff will do everything to keep them safe.

The effectiveness of leaders and managers: good

The home is managed by an experienced registered manager. She speaks with commitment and dedication and is highly ambitious for children. The staff team shares the manager's vision for this home. This vision is to ensure that all children have the best possible experiences and are provided with excellent child-centred care.

The manager has effective management systems in place to support monitoring the quality of care. She understands the strengths and areas for improvement in the home. There is positive engagement with external agencies. Generally, the manager challenges others to ensure that the children receive the services they are entitled to. The manager has a clear vision for the home and remains focused on bringing continued progress because she knows this will benefit children.

Staff speak with pride about the home and enjoy their work. They express pleasure in spending time with the children and enhancing their experiences. Staff are well supported by the management team and each other. The manager and deputy manager are a visible presence and approachable. They work well together, and staff morale is positive. Because of this, managers and the team have creative plans to improve outcomes for children.

A key strength in the home is the consistency and continuity of the management team and the staff. Staff focus on children's strengths and abilities. The team celebrates all successes with children. Staff are committed to ensuring that each child has the best chances and outcomes possible. They advocate for children's rights and needs. The manager and staff see themselves as a family around the child.

Staff experience support through regular one-to-one meetings and team meetings. However, staff do not use supervision or discussions during team meetings to reflect on incidents that have taken place to identify new learning needs or how to manage risks more effectively. Staff do receive daily support and guidance from the management team and are able to support each other. As a result, staff do feel they can influence the care they provide for children.

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

Recommendations

- The registered person should ensure that the records and outcomes of supervision sessions reflect discussion on safeguarding issues. Discussions should allow 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)
- The registered person should ensure that the home works in partnership with relevant people as appropriate to ensure that each child is provided with support (appropriate to their age and understanding) to communicate their views, wishes and feelings and participate as fully as possible in all aspects of their daily care. ('Guide to the Children's Homes Regulations, including the quality standards', page 22, paragraph 4.6)

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: Lumonics House Valiant Office Suites, Valley Drive,
Swift Valley Industrial Estate, Rugby, Warwickshire CV21 1TQ

Responsible individual: Carla-Marie Dore

Registered manager: Rachel Rodriguez Rosario

Inspectors

Thirza Smith, Social Care Inspector

Tazim Akhtar, Social Care Inspector

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