

1256058

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 organisation that operates several registered children's homes. It provides care for up to five children who may experience social and emotional difficulties.

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

The manager registered with Ofsted in October 2024 and has worked at the home since August 2023.

Inspection dates: 15 and 16 January 2025

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	outstanding
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 6 September 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/09/2023	Full	Good
06/02/2023	Full	Inadequate
18/05/2021	Full	Good
21/10/2019	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: good

Children live in a welcoming and homely environment. The home is well presented and feels like a family home. The children are actively involved in decisions regarding their home, and their bedrooms are personalised to reflect them and their preferences.

Staff encourage the children and ensure that they have plenty of opportunities to express their views, wishes and feelings. The children say they feel listened to, valued and respected. When children want something that is not feasible, staff take the time to explain the reasons to them. The manager and staff have developed a culture in the home that is open and accepting of all differences. Children receive consistently good support as they explore their identities, including their experiences as looked-after children.

Children's education is very well supported by the staff, who maintain close liaison with school staff to ensure that the children receive the support they need. Staff advocate for the children to continue to be able to attend the most suitable school for them. The manager is skilled at navigating agreements for short-term and long-term educational plans tailored to the children's individual needs. One professional said, 'Staff went above and beyond to ensure the child was listened to and supported to have a more positive view of education.'

Family time is well supported by the staff. The team of staff creatively develop relationships with families. They promote and enhance family time to ensure that this is a positive experience for the children and their families. One parent said, 'They (staff) have helped us with our relationship, and this means we get on much better and enjoy time together.'

Managers and staff have developed effective working relationships with the people who matter most to children. As a result, parents and family members, as appropriate, continue to feel fully involved in the child's life. One parent said, 'Staff are amazing, and the care is amazing.'

Children continue to make progress while living in the home. The caring staff establish positive and trusting relationships with the children. They speak fondly about the children and have a good understanding of their individual needs.

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

Children feel safe in their home. They know that the staff want them to be safe. The children identify staff they can go to if they are worried or upset and readily approach them with their worries or concerns. Staff are attuned to the children's emotional well-being and support them well if they are becoming upset or angry.

The manager and staff ensure that the children are well safeguarded. Close liaison with partner agencies and the local authority designated officer means that any concerns are reported and explored swiftly. Staff receive good-quality training in all areas of safeguarding, including sexual and criminal exploitation and keeping safe online. Staff's knowledge is regularly refreshed through discussions in team meetings, learning circles and supervision. As a result, staff show appropriate professional curiosity and consistently act to ensure that children remain safe.

Staff understand that behaviour is a means of communication. They work tirelessly to support children to reflect on how they are feeling and on what may have led to them showing behaviours of distress. Physical intervention is used only as a last resort. Incidents have reduced significantly for all the children due to staff's support.

Staff are not risk averse and understand that taking well-managed risks is an essential part of children's development. They balance well the need to keep children safe with allowing them the dignity of age-appropriate freedoms and responsibilities, such as independent travel and going out with friends.

The children feel safe and are safer as a result of living at the home. One child said that they feel very safe and cared for and know the staff are all proud of them.

The good-quality work that the staff do with the children helps them to better understand and manage risks, such as risks associated with the internet and with misusing alcohol and drugs. Staff help children to develop the skills to build positive personal relationships. Children rarely go missing from the home. For some children, this is a significant improvement.

The effectiveness of leaders and managers: outstanding

The home is led by an exceptionally ambitious leader who is dedicated to providing children with top-quality care. She has created a culture of high aspiration and positivity that inspires the staff to share these values. The manager ensures that a child-focused approach is integrated into the staff's practices.

Managers, senior leaders and staff have high expectations and are ambitious about the children's futures. They speak passionately about providing an exceptional quality of care and working with children to unlock their potential. The way they have worked with families and partner agencies to plan and support one child's family time and another child's education has been exceptional.

The manager places a strong emphasis on staff's well-being. The staff feel exceptionally well supported. The manager ensures wraparound professional support and development through regular team meetings, learning circles, training, including training specific to the children's needs, and individual supervision that is reflective and engaging. This package of support helps to develop staff's expertise, ensuring that they consistently feel appropriately challenged and supported.

The manager has comprehensive oversight of the home through effective monitoring systems. Records are clear and capture details of children's engagement, experiences and achievements. Care planning is kept up to date. As a result, there is a continued high standard of support provided, with children sustaining positive outcomes.

The manager is highly committed to collaborating with health, education, therapy and social care professionals to support children's diverse needs. External professionals commend the manager and staff for their excellent communication and the significant progress each child has made in all areas of their lives since living at the home.

The one requirement and one recommendation from the last inspection have been addressed. No requirements or recommendations were set at this inspection. The manager has a strong sense of what staff do well and a constant appetite for improvement through reflective practice.

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: 1256058

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: Tafara Khumbula

Inspector

Sharron Dormand, 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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