

1271234

Inspire Care (UK) Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home provides care for up to three children who have experienced trauma and encounter associated difficulties with their emotional well-being.

The manager was registered with Ofsted to manage the home in August 2019.

Inspection date: 18 February 2021

This monitoring visit

This home had an assurance visit on 18 December 2020, when it was judged to have no serious or widespread concerns. In response to the third national lockdown due to the COVID-19 (coronavirus) pandemic, Ofsted has suspended assurance visits and is undertaking monitoring inspections when needed.

This monitoring inspection has been undertaken to monitor children's welfare at the home following concerns raised from recent safeguarding notifications received by Ofsted about incidents that have occurred in the home. There were two children living at the home at the time of the visit. The inspector visited the home to conduct this monitoring visit.

The home has no behaviour management policy. There is no clear guidance about how appropriate behaviour is to be promoted. Staff have mixed ideas of how to manage behavioural incidents in the home. For example, some staff will call the police during incidents to manage a child's behaviour, while other staff will not. The omission of this policy means that staff do not have a consistent approach to support children with their complex needs.

Staff demonstrate good practice and try hard to build relationships with the children. However, this relationship-building is not consistent across the staff and, when children display high levels of aggression, staff quickly become overwhelmed and

require the assistance of police. This results in staff being assaulted and damage to the home. This means that children are at greater risk of criminalisation.

Children's individual risk assessments contain useful information. However, some of this information contradicts that contained in behaviour management plans. For example, one child's risk assessment states that his assessed risk for going missing from care is low, while the same child's behaviour management plan identifies the risk as high. This inconsistency may lead to ineffective safeguarding measures being implemented.

When training has expired, not all staff have refreshed their training. Managers fail to ensure that all staff attend the necessary training they require to provide safe and effective care to the children. For example, despite two children living in the home who go missing from care, none of the staff have received missing-from-care training. This leaves staff ill-prepared for their roles in safeguarding the children and may leave children at risk of harm.

Staff benefit from effective and structured supervision. As well as one-to-one supervision, staff receive clinical input through team meetings, where they can reflect on practice as a team. This means that staff are receiving some support and guidance to support them in their roles. This needs to be embedded into day-to-day practice to bring about improvement.

Children are helped by staff to develop their independence skills. As a result, children learn how to cook meals and take responsibility for their laundry. This is providing children with essential life skills.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/12/2019	Full	Good
28/11/2018	Interim	Declined in effectiveness
12/09/2018	Full	Good

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, 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 positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust; an understanding about acceptable behaviour; and positive responses to other children and adults. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— meet each child's behavioural and emotional needs, as set out in the child's relevant plans; encourage each child to take responsibility for the child's behaviour, in accordance with the child's age and understanding; help each child to develop and practise skills to resolve conflicts positively and without harm to anyone; communicate to each child expectations about the child's behaviour and ensure that the child understands those expectations in accordance with the child's age and understanding; help each child to understand, in a way that is appropriate according to the child's age and understanding, personal, sexual and social relationships, and how those relationships can be supportive or harmful; strive to gain each child's respect and trust;	24 March 2021

understand how children's previous experiences and present emotions can be communicated through behaviour and have the competence and skills to interpret these and develop positive relationships with children. (Regulation 11 (1)(a)(b)(c) (2)(a)(i)(iii)(iv)(v)(vi)(viii)(ix))	
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; ensure that staff work as a team where appropriate; ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b) (2)(a)(b)(c))	24 March 2021
The registered person must prepare and implement a policy ("the behaviour management policy") which sets out— how appropriate behaviour is to be promoted in the children's home; and the measures of control, discipline and restraint which may be used in relation to children in the home. The registered person must keep the behaviour management policy under review and, where appropriate, revise it. (Regulation 35 (1)(a)(b) (2))	24 March 2021

Recommendation

- The registered person should ensure that staff continually and actively assess the risks of each child and the arrangements in place to protect them. In particular, ensure that the information in risk assessments and behaviour management

plans correlates to avoid confusion. ('Guide to the children's homes regulations including the quality standards', page 42, paragraph 9.5)

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 1271234

Provision sub-type: Children's home

Registered provider: Inspire Care (UK) Limited

Registered provider address: 263 Nottingham Road, Nottingham,
Nottinghamshire NG7 7DA

Responsible individual: Yaser Mir

Registered manager: Cheryl Barnett

Inspector

Kev Brammer, Social Care Inspector

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