

# 1275228

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 large national charity. It is registered to provide care for up to two children with emotional and social difficulties.

There is an experienced manager in post, who was appointed in May 2024. The manager is not yet registered with Ofsted but intends to apply.

### Inspection dates: 12 and 13 June 2024

|                                                                                           |             |
|-------------------------------------------------------------------------------------------|-------------|
| <b>Overall experiences and progress of children and young people,</b> taking into account | <b>good</b> |
|-------------------------------------------------------------------------------------------|-------------|

|                                                             |      |
|-------------------------------------------------------------|------|
| How well children and young people are helped and protected | good |
|-------------------------------------------------------------|------|

|                                           |      |
|-------------------------------------------|------|
| The effectiveness of leaders and managers | good |
|-------------------------------------------|------|

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

**Date of last inspection:** 18 July 2023

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|----------------------|
| 18/07/2023      | Full            | Good                 |
| 30/08/2022      | Full            | Good                 |
| 18/01/2022      | Full            | Good                 |
| 08/10/2019      | Full            | Outstanding          |

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Since the last inspection, two children have moved in and two have left the home. Children currently living at the home have been there for a long time. This level of stability creates a real sense of belonging and enables them to have positive memories of their childhood. This supports children to maintain positive relationships with people who support and care for them.

Children receive appropriate healthcare and attend routine appointments. This includes more specialist services when required. Staff work well with other health agencies to ensure that when children move into the home with outstanding health appointments, they are registered with all health services and health needs are quickly addressed. This supports children to be healthy.

The children have a variety of opportunities to share their views, wishes and feelings. There are also regular visits provided by an independent advocacy service, whose members visit children to get their views. The manager also spends individual time with children. However, further support for children to be involved, where appropriate, when other children move into the home would ensure that children felt involved and were able to contribute to welcoming new children into the home.

Children are encouraged and supported to explore their interests. They enjoy many positive experiences and develop hobbies and talents. Children are motivated to achieve their goals and have new experiences. One child has recently visited London and is going to their first music festival in the summer. Because of this, children's confidence and self-esteem improves.

A key priority for staff is children's education. The children are well prepared for the school day and this good and positive routine helps them learn. Staff work closely with education providers to ensure that there is effective partnership working to help children make good progress. When children receive education in the home, they work hard with education to motivate them to learn. One child has sat exams and is planning to go to college. As a result, children engage with learning and make clear progress.

The environment is homely and welcoming. Staff ensure that children develop a sense of belonging and stability. They see themselves as a family around the children, in a family home. This supports the progress and experience of the children.

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

Staff complete the mandatory training as required. They also receive bespoke training, which is tailored to the needs of the children. Staff discuss safeguarding issues in team meetings. The manager has also arranged for other professionals to attend these meetings, for example the police missing-from-care team. This provides opportunities for

staff to discuss and reflect more about specific safeguarding issues. As a result, training is focused on care, support and the safeguarding needs of children.

Staff are familiar with, and confident in, the use of safeguarding processes should they witness poor practice by other staff. There has been one allegation, which was reported promptly and appropriately. Managers liaised appropriately with the local authority designated officer, and this was thoroughly investigated. As a result, children are effectively safeguarded.

For some children, missing from care has been a key risk factor while living at the home. When children go missing, staff are quick to respond. They go above and beyond to ensure that the child returns home as soon as possible. Staff offer children care and reassurance following missing-from-care episodes. However, on some occasions, records are incomplete. This limits the capacity to learn lessons that improve the care practice of staff.

Children are safer because their risk assessments and plans provide staff with clarity and direction. When there is an incident of concern, the manager and staff reflect on the plans and risks and adjust plans if required. Plans are also subject to regular updating, so they accurately reflect children's risks and vulnerabilities. These plans provide staff with the direction they need to support and protect children.

Safeguarding matters are not always discussed in staff's one-to-one meeting with their manager. This does not always provide staff with the opportunities to reflect and develop their own practice and as a team. The team would benefit from further opportunities to have these discussions.

### **The effectiveness of leaders and managers: good**

The previous registered manager has recently moved on. However, the home has an acting manager, who is in the process of applying for registration with Ofsted. The manager is reflective and recognises the strengths and areas for development for the home. She has a clear vision for the home and remains focused on bringing about progress because she knows this will benefit children.

The manager is very committed to her role and is dedicated to improving outcomes for children. Furthermore, she is supportive and caring towards the children and staff. She promotes a learning culture and leads by example. She shows a willingness to learn, improve and adapt her management approach.

Effective management systems are in place. Children's records are of a good standard and provide evidence of care and nurturing. The manager has developed a document to track monthly progress of children and to understand the areas that still need development. However, external scrutiny from the regulation 44 visitor does not support the manager in the monthly review of the home. There is repetitive detail in each report. Each report lacks information in regard to how the manager can develop the service.

Staff feel very well supported in their roles and day-to-day practice. The manager is visible, approachable and she is supported by her manager. They work well together, and staff morale is positive. Because of this, the manager and team have ambitious, creative plans to improve the outcomes for children.

Managers access support from the Health and Wellbeing Practitioner to bolster the skills and resilience of staff and provide additional support. Managers understand the importance of staff's continued learning and development. These sessions allow appropriate space for staff to discuss concerns and learn new skills to enhance their care practice. Consequently, the staff continually develop, and the children are supported by staff who know them well.

## 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   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| <p>The registered person must ensure that an independent person visits the children's home at least once each month.</p> <p>The independent person must produce a report about a visit ("the independent person's report") which sets out, in particular, the independent person's opinion as to whether—</p> <p>children are effectively safeguarded; and</p> <p>the conduct of the home promotes children's well-being.</p> <p>The independent person's report may recommend actions that the registered person may take in relation to the home and timescales within which the registered person must consider whether or not to take those actions.<br/>(Regulation 44 (1) (3) (4)(a)(b) (5))</p> <p>This is specifically in relation to ensuring that the report reflects all areas of the inspection judgements in order that the conduct of the home promotes children's well-being, sustains good practice and supports the manager in developing the service.</p> | 31/07/2024 |

### Recommendations

- The registered person should ensure that the content and/or outcomes of supervision sessions and team meetings reflect discussion on safeguarding issues, which allows them to reflect on their practice and the needs and 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 must ensure that records are kept detailing all individual incidents when children go missing from the home. Evaluation of missing-from-care incidents should be undertaken to identify any gaps in training, skills or knowledge for staff or to record and retain evidence of what worked well. ('Guide to the Children's Homes Regulations, including the quality standards', page 46, paragraph 9.31)

- The registered person should ensure that when introducing another child into the home that other children are supported to contribute to the design of the welcome and introduction and where appropriate the welcome itself. ('Guide to the Children's Homes Regulations, including the quality standards', page 57, paragraph 11.7)

## **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:** 1275228

**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, England CV21 1TQ

**Responsible individual:** Kathryn Scoltock

**Registered manager:** Post vacant

## Inspector

Thirza Smith, Social Care Inspector



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