

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.

The home is led by an experienced registered manager.

Inspection dates: 30 and 31 August 2022

Overall experiences and progress of children and young people, taking into account **good**

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

The effectiveness of leaders and managers **requires improvement to be good**

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

Date of last inspection: 18 January 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/01/2022	Full	Good
08/10/2019	Full	Outstanding
11/02/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children are making good progress. There are strong relationships between staff and children. Staff talk highly of the children, and with affection. Children say that they like the staff. As a result of these positive relationships, children are happy living at the home.

Children attend school full time. This is encouraged and supported by the staff. Staff use activities and play to make learning fun. This supports the good progress children are making in their education.

Children's healthcare needs are met. They access dentists, opticians and doctors, as appropriate. One child has specialist appointments for a health condition. Ways of working with the child have been changed to meet their individual needs. Staff encourage healthy eating and activities involving exercise. Therefore, children are helped to remain healthy.

The physical environment is homely. It is well maintained. Children have chosen how their bedrooms look. Communal spaces display pictures and photos of children enjoying activities. This adds to the children feeling cared for in their home.

Care plans are clear and help staff know how to support children in all areas of their lives. Children's wishes and feelings are included. Group and individual meetings are held, with children's views recorded in a child-friendly format. This improves the involvement of children in their plans.

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

Individual assessments of children's risks are good. Behaviour risk-management plans are clear and child-focused. This ensures staff are guided in ways to reduce risky behaviours. A version of these plans in a child-friendly format has been designed.

Incidents are managed well by the staff. Creative ways of helping children have been introduced. This has included the use of an 'I am feeling' board and the creation of a 'calm castle' in one child's bedroom. This helps children deal with problems in different ways, and physical intervention is rarely required. One social worker said, 'It's really positive. I am really happy for [name of the child] that she is in this placement.'

Children do not go missing from the home. Clear plans and policies are in place should this occur. Children are supported by staff when in the community. This ensures that children remain safe from any risks linked with going missing.

There is clear whistle-blowing guidance for staff. However, on one occasion, concerns were not responded to within an appropriate timescale. A thorough investigation has since been carried out by senior managers. The subsequent report identifies shortfalls and clearly outlines the actions to address these. However, the delay left children potentially at risk.

The effectiveness of leaders and managers: requires improvement to be good

There is currently instability in the staff team. Experienced staff have left the company. The remaining staff are working extra hours to ensure adequate staffing levels. They are supported by agency staff. The manager is also covering gaps in the rota. This takes him away from his managerial tasks. This has the potential to undermine the good progress made by children.

The registered manager does not use management quality assurance and monitoring processes. A daily checklist identifies areas for oversight, but there is no evidence of this being used. As a result, the manager is unable to identify the areas that need improvement.

Despite the staffing difficulties, supervisions have taken place regularly. However, the standard of these is variable. This has limited the staff's ability to reflect on their practice with a manager and develop.

The statement of purpose was recently updated. The information provided regarding staffing does not reflect the current situation. Therefore, those who use this document are not informed of the difficulties the home is experiencing in this area.

The manager has not had the required support from the responsible individual. Some supervisions were not completed in person as requested by the manager. This has improved recently with other senior managers giving support.

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child protection policies. (Regulation 12 (1) (2)(a)(vi)(vii)) This specifically refers to whistle-blowing concerns not being responded to within an appropriate timescale, which left children at potential risk.	14 October 2022
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— ensure that the home has sufficient staff to provide care for each child. (Regulation 13 (1)(a)(b) (2)(d)) This specifically refers to the current staffing situation and ensuring the staffing levels are adequate at all times, including while processes are undertaken and appointed staff join the home.	14 October 2022

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— use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(h)) This specifically refers to ensuring robust quality assurance and monitoring systems are in place, used regularly and recorded.	14 October 2022
The registered person must— keep the statement of purpose under review and, where appropriate, revise it; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (3)(a)(b)) This specifically refers to any revised statement of purpose being submitted to HMCI within 28 days.	14 October 2022

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 CV21 1TQ

Responsible individual: Steven Brown

Registered manager: Aaron Charles-Chambers

Inspector

Shaun Caplis, Social Care Inspector

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