

# 1280478

**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 two children who have experienced trauma and encounter associated difficulties with their emotional well-being

The home has been without a manager since September 2020. A new manager has been in post since March 2021 and has applied to register with Ofsted.

Due to COVID-19 (coronavirus), at the request of the Secretary of State, Ofsted suspended all routine inspections of social care providers on 17 March 2020.

**Inspection date:** 25 May 2021

## **This monitoring visit**

This home has not been inspected since registration. There have been no children living at the home. This monitoring inspection has been undertaken to monitor the home's readiness to open because Ofsted has received mixed messages about this from the provider.

At the time of visit, no children lived at the home.

There is insufficient staff to meet children's needs. Although four full-time members of staff have been recruited to work at the home, due to staff shortages in another home in the company, two members of staff are required to transfer to that home. The proposed registered manager acknowledges that new staff now need to be recruited to this home. Consequently, the home does not have enough staff to support and care for children.

New staff are provided with an induction to learn about the role. However, there is no evidence that staff have received basic training to ensure that they have some of the skills and knowledge necessary to promote children's welfare. Only one out of the four members of staff initially recruited has undertaken training courses, such as

safeguarding, fire safety, first aid and medication. As a result, it is not clear that staff have the necessary understanding to promote children's welfare.

Leaders and managers do not safely recruit staff. For example, for four members of staff, it is not clear that steps had been taken, as far as reasonably practical, to verify the reasons why they had left previous employment involving children or vulnerable adults. For one member of staff, a reference has not been sought from their most recent employer. It is also not clear if all references received have been verbally verified. Two members of staff have gaps in employment that have not been explained. This means that unsuitable staff may be employed to care for children.

Some aspects of the environment have improved, for example the home has been decorated throughout. However, other areas require attention. For example, in one child's bedroom, window restrictors are broken and in need of repair. An intumescent strip is missing from the door to the staff sleep-in room, which compromises its effectiveness in the event of a fire. In addition, fencing in the rear garden is broken and managers are in the process of considering risk reduction strategies to prevent children from climbing onto a roof.

The proposed registered manager has not kept the home's statement of purpose under review and updated it in light of changes to the staff team. This means the document does not provide accurate information to placing authorities and parents who may have a child come to live at the home.

Managers have accepted the findings of this monitoring visit and have started to address the shortfalls. As a result of the findings, Ofsted have imposed a condition on the home's registration requiring them to notify the regulator when they are ready to open the home. This will enable Ofsted to undertake a further visit to assess their readiness to do so.

## Recent inspection history

| Inspection date          | Inspection type | Inspection judgement |
|--------------------------|-----------------|----------------------|
| Not previously inspected |                 |                      |

## 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     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| <p>The protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health.</p> <p>(Regulation 12 (1) (2)(d))</p>                                                                                                                                                  | 09 July 2021 |
| <p>The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential; and</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child; and</p> <p>ensure that the home has sufficient staff to provide care for each child.</p> <p>(Regulation 13 (1)(a)(b) (2)(c)(d))</p> | 09 July 2021 |
| <p>The registered person must compile in relation to the children's home a statement ("the statement of purpose") which covers the matters listed in Schedule 1.</p> <p>(Regulation 16 (1))</p>                                                                                                                                                                                                                                                                                                                                                                                       | 09 July 2021 |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| <p>The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety.</p> <p>The registered person may only—</p> <p>employ an individual to work at the children's home; or</p> <p>if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3).</p> <p>The requirements are that—</p> <p>the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; and</p> <p>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2.</p> <p>(Regulation 32 (1) (2)(a)(b) (3)(b)(d))</p> | <p>09 July 2021</p> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|

## **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:** 1280478

**Provision sub-type:** Children's home

**Registered provider:** Inspire Care (UK) Limited

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

**Responsible individual:** Tayeba Mir

**Registered manager:** Post vacant

## **Inspector**

Kev Brammer, Social Care Inspector

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