

2515370

Registered provider: Homes 2 Inspire Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and run by a private organisation. It is registered to accommodate and care for up to two children who have emotional and/or behavioural difficulties.

The manager registered with Ofsted on 23 April 2019.

Inspection dates: 2 to 3 October 2019

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

Date of last inspection: This is the home's first inspection since registration.

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: not applicable

Recent inspection history

Inspection date

Inspection type

Inspection judgement

This is the home's first inspection.

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 registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The requirements are that— the individual is of integrity and good character; the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32(1)(3)(a)(b)(d))	15/11/2019

Inspection judgements

Overall experiences and progress of children and young people: good

Staff have high aspirations for the child living in the home, who, as a result, is making excellent progress. This includes the child having formed positive relationships with carers, becoming more outgoing, developing new friendships and successfully integrating into mainstream education.

This is the first inspection since the home opened in April this year. The manager held an open day prior to the home opening, when she invited people from the local area to look around the home and speak to staff. This was well received and has enabled the staff to establish positive and meaningful relationships within the local neighbourhood.

Staff promote the child's interests through offering a variety of activities in the home and the community. The child's love of animals is promoted through art and craft projects, sponsoring Rumble, a retired police horse, taking a dog who visits the home for regular walks and visits to a range of wildlife parks. The reward system is enabling the child to work towards purchasing their own tortoise, which will enable them to experience the pleasure of owning their own pet.

The management team has linked closely with education professionals, advocating tirelessly on the child's behalf to secure a mainstream education provision. The child

positively engaged in an interim education programme, which included home tutoring and educational outings. This has helped build the child's confidence and prepare them to re-enter mainstream education. Staff are highly supportive and mark every achievement, such as the significance of their first day at school.

The most prominent feature of the home is the quality of relationships. Staff develop meaningful bonds, which are reflected in the trust between the child and the staff. The child's wishes are central to the home's day-to-day operation and influence the wider development of the home's service. For example, they are involved in the interview and selection process for new staff and are able to add their personal touches to the decor of the home.

The staff support the child to contribute to a range of charitable events. With staff support, they have made Easter boxes to donate to the local kennels, rag-dolls to raise money for the homeless, and taken part in a sponsored walk. This enables the child to contribute in a meaningful way to help charities in the community.

Staff are highly creative and enthusiastic in their approach to planning activities to engage the child. This has included the opportunity to dress up to celebrate cultural events and to play a real game of 'Where's Wally?' in the local town centre. A craft project to create a realistic severed hand has been made in preparation for their themed Halloween party. These activities provide lots of opportunities to have fun.

The home is beautifully decorated and furnished throughout. Photographs capture the child's happy memories and positive experiences. Personal touches, such as art work and a mug full of lolly sticks with encouraging messages inscribed on them, add to the homely atmosphere.

The staff team enjoys and embraces diversity. People with differing personalities and backgrounds encourage the child to be curious and learn from other viewpoints and lifestyles. Important events such as mental health awareness day are recognised and celebrated. This extends the child's understanding and raises awareness of diversity and equality.

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

Admission processes are strong. The plan to support the child's move to the home was well organised and thoughtful. This involved several visits so that the staff could get to know the child to help to reduce their anxiety and prepare them to move in. As part of the introductions, staff shared a virtual tour of the home and a brief introduction to all the staff. As the plan progressed, the child was supported to choose items to personalise and prepare their bedroom. This helped the child to develop a sense of belonging and security.

Staff show a highly developed understanding of the specific risks faced by the child, to whom they offer an excellent level of emotional support. Staff talk to the child about a range of topics, such as online safety and safe relationships. This has helped the child to

become more aware of how they can keep themselves safe. The child expressed that they feel safe in their home, are well cared for and can talk openly with staff.

Behaviour is well managed. Staff offer a high level of praise and encouragement. Subsequently, there have been no incidents in the home, and the child responds positively to the structures and routines promoted by staff.

Staff work closely with professionals and specialist services. This has enabled a shared approach to be undertaken to managing this child's high-risk behaviours. The child engages in weekly therapy and is responding positively to the care and support staff provide. Consequently, the child has not engaged in self-harming behaviour since moving into the home. This is a significant achievement.

Staff demonstrate a good knowledge of safeguarding procedures. Training includes a range of courses related to safeguarding children. Key staff act as champions for the team, taking a lead in discussing these subjects with the child and mentoring their colleagues to guide their practice.

The effectiveness of leaders and managers: good

The registered manager has extensive management experience and relevant professional qualifications. She is inventive and forward thinking in her approach to managing the home. She ensures that she is visible and accessible to her team, leading the team through example. This maximises the effectiveness of the team members who feel fully supported in achieving the outcomes detailed in the home's statement of purpose.

The manager is committed to her own development. She uses research to expand her practice and to look at ways in which she can develop the service. For example, the child will be given the opportunity to mentor a senior manager, following an idea that arose after the manager attended a forum to consider how well they involve children in decision-making in the organisation.

The arrangements for monitoring the quality of care are generally good. Feedback from the independent visitor and internal auditing systems drives improvements and development plans. However, management monitoring of recruitment records failed to identify a number of shortfalls in the vetting of staff. This included gaps in employment history, missing references and evidence to support how they have assessed the suitability of one staff member. This means that safer recruitment procedures have not been followed.

The manager is innovative in her approach to developing and upskilling the team. Staff are encouraged to reflect on their practice through formal and informal supervision and peer mentoring. This enables staff to reinforce their knowledge and skills. Staff are given opportunities to learn the necessary skills to prepare them for promotion. Staff reported that this approach enables them to feel valued and supports their progression to senior roles.

Professionals spoke highly about the level of commitment and communication that they receive from staff and the progress they can see the child making.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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: 2515370

Provision sub-type: Children's home

Registered provider: Homes 2 Inspire Ltd

Registered provider address: Shaw Trust House, 19 Elmfield Road, Bromley, Kent
BR1 1LT

Responsible individual: Angela Muchatuta

Registered manager: Kim Murray

Inspector

Joe Davys, social care inspector

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