

2515370

Homes 2 Inspire Limited

Monitoring visit

Information about this children's home

The home is owned and run by a private organisation and can provide care for up to two children with social and emotional difficulties. According to its statement of purpose, 'the home is for children with individualised needs and those who find it difficult to live within larger groups'.

There has been no registered manager since October 2021.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. We returned to routine SCCIF inspections on 12 April 2021.

We last visited this setting on 25 January 2022 to carry out a full inspection. The report is published on the Ofsted website.

Inspection date: 9 March 2022

This monitoring visit

This visit was undertaken to review compliance with a restriction of accommodation notice issued by Ofsted following an inadequate judgement at the last inspection. The provider has complied with the restriction and no children have moved into the home.

At the last inspection, the inspector found significant shortfalls in the risk management for a child. The provider has ensured that all staff are now trained in managing self-harm and ligature use. Staff have all been enrolled on a level 2 qualification in working with children who display self-injurious behaviour. Risk assessments and protocols to manage risky behaviour have been updated and provide clear strategies and guidance for staff. Incidents, when they take place, are clearly recorded and are overseen by the home's manager who identifies good practice, any areas for improvement and updates plans as and when needed. Staff

spoken to by the inspector had a good understanding of the child's needs and how to respond to her in line with her current plans. The manager shares any updated plans with the child's social worker, and child and adolescent mental health services (CAMHS) worker. In addition, regular meetings take place between key stakeholders to share information and ensure there is a consistent approach to managing behaviours and risk. As a result, the incidents of self-harm are reducing and in frequency and seriousness.

Furthermore, previous restrictions within the home environment have been removed. For example, the child's bedroom now has a lamp, cuddly toys and locks on a wardrobe have been removed. The manager has undertaken a review of key areas in the home where incidents of children using ligatures took place. This has resulted in several lighting chords being removed and replaced with an automatic motion detection sensor light. In addition, consultation has taken place with the child to change the use of a downstairs room to a cinema room and plans are in place to improve this area of the home.

Records show that medication prescribed on an 'as and when needed' basis does not have a clear protocol for staff to follow. This prevents staff from having clear guidance to enable them to offer and administer this medication in an effective way as intended by the prescriber.

The current manager is in the process of completing their application to register with ofsted. Staff spoke highly of her support and of improvements in the management arrangements. The manager and responsible individual have a good understanding of the shortfalls that led to the inadequate judgement and of the current strengths and weaknesses of the home.

A full audit of safer recruitment has taken place, all the safer recruitment records sampled at the inspection were found to meet regulatory requirements. The managers have taken action when there has been concerns around staff conduct in line with child protection and their own internal procedures.

The staff team are mainly unqualified, with only one member of staff having the required qualification. The workforce development plan is not clear when all staff will be qualified or how the manager aims to monitor progress to ensure staff are on target to meet the deadline for qualifying as set at in regulation.

All requirements set at the last visit have been met and as a result of the progress made at this visit the notice of restriction of accommodation was lifted.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
25/01/2022	Full	Inadequate
09/11/2021	Full	Inadequate
02/10/2019	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
Fitness of workers The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only— employ an individual to work at the children's home; or 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). The requirements are that— the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained— the level 3 Diploma for Residential Childcare (England) ("the level 3 Diploma"); or a qualification which the registered person considers to be equivalent to the level 3 Diploma. The relevant date is— in the case of an individual who starts working in a care role in a home after 1 April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home; or in the case of an individual who was working in a care role in a home on 1 April 2014, 1 April 2016. The registered person may defer the relevant date if the individual— does not work, or has not worked, in a care role in a home for a prolonged period; or	24/04/2022

works, or has worked, in a care role in a home on a part-time basis.

(Regulation 32 (1) (2)(a)(b) (3)(b) (4)(a)(b) (5)(a)(b) (6)(a)(b))

Recommendation

- The registered person should ensure that how to manage medicines that are prescribed 'as and when' [PRN] there is a clear protocol for staff to follow. ('Guide to the Children's Homes Regulations, including the quality standards', page 35, paragraph 7.17)
- The registered person should ensure that the workforce plan sets out the process and review system to ensure that staff are making progress with the regulatory requirements for staff qualifications. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.8)

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: 2515370

Provision sub-type: Children's home

Registered provider: Homes 2 Inspire Limited

Registered provider address: Lumonics House, Valiant Suite Offices, Valley Drive, Swift Valley Industrial Estate, Rugby, Warwickshire CV21 1TQ

Responsible individual: Angela Muchatuta

Registered manager: Shelby Rimmer

Inspector

Jessica Forshaw, Regulatory Inspection Manager

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2022