

2515380

Registered provider: Homes 2 Inspire Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

The home provides care for up to two young people who have complex needs, which may include challenging behaviours and/or emotional needs.

The appropriately qualified manager was registered when the home first opened in February 2019.

Inspection date: 10 March 2020

Date of last inspection: 30 September 2019

Judgement at last inspection: Good

Enforcement action since last inspection:

None.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/09/2019	Full	Good

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged good at the last full inspection.
At the interim inspection, Ofsted judges that it has sustained effectiveness.

The one child who is currently living at the home is making very good progress. She responds well to the calm and nurturing environment. During this inspection, the child was happy to share that she has made good relationships with staff and intends to remain living at the home until she is ready to move on to independent living.

The manager and staff have high aspirations for the child, who previously struggled to engage with education. With their support she plans to go to college after taking her GCSE examinations this year. One of her tutors said: 'We have a good working relationship with this home. They work in partnership. Very supportive manager, and staff who are always very quick to respond to any issues.' Ambitions are fully encouraged to enable the children to reach their full potential.

Staff understand that children need to have real-life experiences to enable them to grow into independent adults. The staff balance this with safe risk management and planning. Risk assessments are detailed, comprehensive and updated as necessary. The manager ensures that staff are aware of any changes in the child's behaviours by documenting them in the child's daily records and discussing them during handovers and staff meetings. This means that staff are aware of any new guidance to follow in order to reduce risks further.

One child has moved on since the last inspection. The child displayed extremely challenging behaviour and the manager acknowledged that the home was not able to meet her needs. During this difficult period, the manager and staff worked tirelessly with the child, and in full partnership with the social worker, to enable a suitable placement to be found.

Both children had a significant history of going missing, prior to their admission. There have been five such incidents since the last inspection. Staff are proactive and implement the procedures outlined in the children's individual missing-from-care policies. Staff follow this up by completing quality key-work sessions with the children, resulting in this risk-taking behaviour greatly reducing.

The manager is very child focused. She and the deputy manager ensure that children are involved in decision-making about their lives. They lead an enthusiastic staff team that speaks highly of them. A member of staff said: 'You couldn't actually hope for better managers.'

Physical interventions are rare. Staff use effective de-escalation techniques. Staff apply consequences that are reflective and relatable responses to inappropriate

behaviour. However, a record has not been made of one consequence that was given, and another record does not contain all the required information. Ineffective records make it difficult for the manager and staff to identify and evaluate trends and patterns in incidents.

The staff team is consistent and well trained. The staff are very knowledgeable about how they should deliver care. The staff either hold a relevant level 5 or level 3 diploma, or are working towards this required professional qualification within the necessary timescales.

Staff receive good-quality supervision. However, several of the staff have not received practice-led supervision as regularly as required, particularly during their induction periods. This reduces opportunities for staff to reflect on their practice and means that their professional development is not being fully overseen.

The manager has met to good effect the two requirements set at the last 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 ensure that all employees— receive practice-related supervision by a person with appropriate experience. (Regulation 33(4)(b))	08/05/2020
The registered person must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the name of the child; details of the child's behaviour leading to the use of the measure; the date, time and location of the use of the measure; a description of the measure and its duration; the name of the person who used the measure ("the user"), and of any other person present when the measure was used; the effectiveness and any consequences of the use of the measure; and within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")— has spoken to the user about the measure; and has signed the record to confirm it is accurate; and within 5 days of the use of the measure, the registered person or the authorised person adds to the record	08/05/2020

confirmation that they have spoken to the child about the measure.	
(Regulation 35(3)(a)(i)(ii)(iii)(iv)(vi)(vii)(b)(i)(ii)(c))	

Information about this inspection

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full 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: 2515380

Provision sub-type: Children's home

Registered provider: Homes 2 Inspire Limited

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

Responsible individual: Angela Muchatuta

Registered manager: Kathryn Scoltock

Inspector

Lynne Drage, Social Care Inspector

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