

2515380

Homes 2 Inspire Limited

Monitoring visit

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 may have challenging behaviours and/or emotional difficulties. One child is currently living in the home.

The registered manager of the home has resigned. An acting manager is in place. The acting manager is suitably qualified and experienced.

Inspection date: 25 January 2021

This monitoring visit

This monitoring visit was carried out in order to review the actions taken by the home in response to the two compliance notices served following an assurance visit that was carried out on 10 and 11 December 2020.

As a result of the COVID-19 pandemic, this monitoring visit was carried out remotely.

Following an assurance visit to the home in December 2020, compliance notices were imposed in relation to safeguarding procedures and the management of the home.

Although actions have been taken by staff and managers to improve the home, the notices have not been fully met. The compliance notices have been re-issued.

Some poor practice has continued since the compliance notices were imposed. This has included an incident in which staff failed to follow night-time risk management plans. A vulnerable child was able to leave the home undetected by staff during the night. This indicates that lessons had not been learned from previous incidents, and that systems designed to keep children safe are still not effective.

Monitoring systems used by managers are still not effective. A child's daily records identified two occasions where staff suspected a child to be under the influence of drugs or alcohol. Staff failed to seek appropriate advice to ensure the safety of the child. This had not been identified by managers as a risk or concern.

Managers have not ensured that risk assessments identify all known risks and current vulnerabilities for the child. Although risk assessments have been reviewed regularly, managers have failed to identify factual inaccuracies within these. This could result in staff confusion when making decisions.

Despite ongoing incidents of weak practice, there have also been clear improvements. The new acting manager is motivated and passionate. He has set out his improvement plans clearly to the staff team and ensured that there is a shared understanding of the required improvements. He has begun to implement better monitoring and auditing systems.

The staff and managers have a real commitment to the child in placement. They continue to advocate strongly and effectively to ensure that appropriate decisions are made by partner agencies.

When the child's behaviour is challenging, staff maintain a loving, caring attitude. The resilience of the staff team has ensured that the child can feel valued and cherished. One professional said: 'She is a complex child. She's been through so much, but the home has stuck with her.'

Requirements made at the assurance visit relating to staffing, care planning, medication administration and staff training were not reviewed in detail during this monitoring visit. These have been reset and will be evaluated at a future inspection of the home.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/03/2020	Interim	Sustained effectiveness
30/09/2019	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
The children's views, wishes and feelings standard is that children receive care from staff who— develop positive relationships with them; engage with them; and take their views, wishes and feelings into account in relation to matters affecting the children's care and welfare and their lives. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff— ascertain and consider each child's views, wishes and feelings, and balance these against what they judge to be in the child's best interests when making decisions about the child's care and welfare; help each child to express views, wishes and feelings; help each child to understand how the child's views, wishes and feelings have been taken into account, and give the child reasons for decisions in relation to the child; regularly consult children, and seek their feedback, about the quality of the home's care; ensure that each child— is enabled to provide feedback to, and raise issues with, a relevant person about the support and services that the child receives; is given appropriate advocacy support;	21 February 2021

ensure that an explanation is given to each child as soon as reasonably practicable after the child's arrival about— what advocacy support or services are available to the child, how the child may access that support or those services and any entitlement the child may have to independent advocacy provision; and ensure that the views of each relevant person are taken into account, so far as reasonably practicable, before making a decision about the care or welfare of a child. (Regulation 7 (1)(a)(b)(c) (2)(a)(i)(ii)(iii)(iv)(b)(i)(iii)(d)(iii)(e)) This specifically relates to the home providing a consistent and stable staff team. Additionally, the home must ensure that children have access to an independent advocate.	
*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— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; 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;	21 February 2021

that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(v)(vi)(vii)(b))	
*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 staff have the experience, qualifications and skills to meet the needs of each child; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(c)(f)(h))	21 February 2021
The care planning standard is that children— receive effectively planned care in or through the children's home. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff help each child to access and contribute to the records kept by the registered person in relation to the child. (Regulation 14 (1)(a) ((2)(f)) This specifically relates to effective care planning for the child from the point of placement through to leaving the home. Additionally, to ensure that the child's daily records, including the language used and level of detail within these, are improved.	21 February 2021

The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received into the children's home. In particular the registered person must ensure that— medicines kept in the home are stored in a secure place so as to prevent any child from having unsupervised access to them; medicine which is prescribed for a child is administered as prescribed to the child for whom it is prescribed and to no other child; and a record is kept of the administration of medicine to each child. (Regulation 23 (1) (2)(a)(b)(c))	21 February 2021
The registered person must ensure that all employees— undertake appropriate continuing professional development; receive practice-related supervision by a person with appropriate experience; and have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(a)(b)(c))	21 February 2021

*These requirements are subject to compliance notices.

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: 2515380

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: Angela Muchatuta

Registered manager: Post vacant

Inspector

Zoey Lee, Social Care Inspector

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