

2515380

Registered provider: Homes 2 Inspire Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is run by a private company that is owned and operated by a national charity. The home provides care for up to two children with emotional and social difficulties.

A new manager has recently been appointed. She has commenced the registration application process with Ofsted.

Inspection dates: 30 and 31 July 2024

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: 5 July 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/07/2023	Full	Good
14/06/2022	Full	Requires improvement to be good
25/01/2022	Full	Requires improvement to be good
10/03/2020	Interim	Sustained effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

The house is homely and furnished to a good standard. The pictures and memorabilia mirror a family home. The rapport between the children and the staff is warm and playful yet maintains boundaries. Their interactions give the home a nurturing feel.

Professionals are positive about the care that children are receiving. Children are supported to see their families in line with their care plans. This includes staff leading the arrangements for these family times. This occurs even when family members live a great distance from the home.

Education is promoted by staff within the home. One child has completed an animal care course at college. They are progressing onto the next level in September. This is a major achievement for this child. Staff advocate strongly for children's educational needs. There is good engagement with the virtual school.

Children are supported to maintain a healthy lifestyle. They access medical services as required. This ensures that any health concerns are identified and responded to in a timely way. Children are referred to the relevant specialist teams for emotional or psychological support.

Children's day-to-day experiences are positive. Weekends and holidays often include seeing friends and family. Staff have been working hard to get one child to participate in more activities. These have included attending gym sessions and going on walks. The child is now having limited periods of unsupervised time out. This is keeping them active and building their confidence and independence.

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

Children's risk-taking behaviours are reducing. Children's risk assessments are detailed and include the actions staff need to take to mitigate risks. Children are more able to understand risky and harmful situations. Professionals said that staff work well to keep children safe.

Overall, children's behavioural incidents are managed well. However, after incidents some follow-up action has either not occurred or has not been recorded in a timely way. This omission fails to demonstrate whether children or staff are having the opportunity to reflect and learn from events and situations that occur.

Children very rarely go missing. When this has occurred, staff have been responsive and supported children well. One child's frequency of going missing has significantly reduced. Feedback from the local police missing person coordinator was positive about how the staff team works in collaboration with them.

The use of consequences is minimal. The new manager is working with staff to move to a more restorative approach. She is taking time to embed this with the staff and children.

Staff rarely use restraint; instead, they use their relationship with children to de-escalate situations. Staff have been creative and curious with children to ensure that they identify how best to help them self-regulate. For one child, this often includes having a bath at a set time. This creates a healthy sleep routine and means that they feel rested and less agitated during the day.

When complaints and allegations are received, these are investigated thoroughly and responded to appropriately. This includes follow-up with the child

The effectiveness of leaders and managers: good

Staff describe the acting manager as supportive and approachable. The manager is working with the responsible individual to identify and address any gaps and shortfalls. They have already begun to implement changes that are yielding positive results. Professionals have praised the team's improved collaborative approach.

The team has a strong deputy. The managers are now employing seniors to ensure appropriate management cover is always in place.

Staff supervision sessions have been infrequent. One new staff member only had two sessions in six months, and another has not had an appraisal. This prevents staff from reflecting on their practice or exploring areas for development.

The quality of the monthly independent visitor's reports needs improvement. The reports lack detail and there is insufficient external feedback. This limits the usefulness of the reports as tools for growth and development.

The diverse staff team creates an environment where children feel accepted as themselves. The manager is ambitious for the home. She is working to improve the team's ability to further support the children's progress.

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, The 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 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; 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)(b)) In particular, ensure that incident debriefs and follow-up key-work sessions take place and are recorded. This is to ensure that children have the opportunity to reflect and learn from these events.	15 September 2024
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))	15 September 2024

In particular, ensure that supervision sessions take place regularly enough to provide the employee with opportunity to reflect on their practice and discuss any concerns that may arise.	
The registered person must ensure that an independent person visits the children's home at least once each month. The independent person must produce a report about a visit ("the independent person's report") which sets out, in particular, the independent person's opinion as to whether— children are effectively safeguarded; and the conduct of the home promotes children's well-being. The independent person's report may recommend actions that the registered person may take in relation to the home and timescales within which the registered person must consider whether or not to take those actions. (Regulation 44 (1) (3) (4)(a)(b) (5)) This is specifically in relation to ensuring that the report reflects all areas of the inspection judgements in order that the conduct of the home promotes children's well-being to sustain good practice and support the manager in developing the service.	15 September 2024

Information about this 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: Suite 3h, Valiant Office Suites, Valley Drive, Swift Valley Industrial Estate, Rugby CV21 1TQ

Responsible individual: Kathryn Scoltock

Registered manager: Post vacant

Inspector

Sonia Hay, Ofsted Inspector

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