

2629097

Registered provider: Homes2inspire Limited

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 and can care for up to three children with social and emotional difficulties. According to its statement of purpose: 'the home is for young people and children with individualised needs who may benefit from living in a smaller home that supports their needs'.

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.

The manager has been registered with Ofsted since April 2021.

Inspection dates: 4 and 5 January 2022

Overall experiences and progress of children and young people, taking into account	requires improvement to be good
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How well children and young people are helped and protected	requires improvement to be good
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The effectiveness of leaders and managers	inadequate
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The children's home is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

Date of last inspection: not applicable

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: none

Inspection judgements

Overall experiences and progress of children and young people: requires improvement to be good

The admissions process for some children does not always consider whether the staff have the skills and experience necessary to meet a child's identified needs. This has had an impact on slowing the progress for some children as the staff do not always understand and provide an appropriate response to their social and emotional needs.

One child has made some progress in his educational attainment since living at the home. However, at present, he is not engaging in any education or employment. This child spends most of his day away from the home, and the registered manager has not guided or supported the staff team to establish necessary and appropriate expectations and boundaries for this child to encourage him to re-engage.

Other children's educational plans are well thought out and supported by the staff. These children are making strong progress and are excelling in their studies.

Children who frequently went missing from the home are no longer doing so. There has been a significant reduction in their episodes of going missing from home, due to the support and encouragement they receive from the staff. Similarly, children who have previously self-harmed are being encouraged to find safer ways to cope with their feelings. Such incidents are reducing. The staff use key-work sessions well to encourage the children to engage with their wider professional network to get the support that they need for their emotional needs.

How well children and young people are helped and protected: requires improvement to be good

Gaps in the safer recruitment vetting of some staff pose potential risks and, although concerns about any misconduct are investigated, one example was not followed up with a referral to the Disclosure and Barring Service.

Risk management plans to guide staff on keeping children safe are in place and being followed. However, these plans are not always updated when changes are agreed by leaders. Consequently, some staff are not aware of the changes, and this results in inconsistent practice.

One child with a significant history of exploitation has been successfully supported and encouraged by the staff to significantly decrease their episodes of missing from home. However, some risks remain due to the staff not being fully aware of this child's whereabouts when the child is away from the home for extended periods of the day. Leaders and managers are not swift as risks and behaviours change.

Responses to children when they do go missing from home are robust. Return home interviews are completed and linked through documents that show the efforts of the staff to respond to and support such incidents. Children feel cared for and understand that the staff worry about them. This has resulted in a decrease of incidents of missing from home for the children.

The management oversight of the staff's responses to children's behaviours does identify errors when these occur. For example, the improper use of a physical restraint was explored and discussed with the child. However, no such reflection occurred with the staff member, and this is a missed learning opportunity to prevent a similar occurrence happening again.

The home is well presented, with personal touches and is comfortably furnished for the children. Checks and balances in respect of health and safety matters are generally sound. However, a lapse in the home's gas safety maintenance had not been picked up by managers.

The effectiveness of leaders and managers: inadequate

Leaders and managers have failed to respond to the areas for improvement that were identified following the registration visit. These included minor gaps in safe recruitment, the need to update the statement of purpose, and the need to ensure that specific areas of the home were made safe.

A registered manager remains in post and is also the registered manager of another of the provider's children's homes. However, due to wider organisational issues, she has also been providing cover and support to some of the provider's other children's homes. Senior leadership has not acted swiftly or strategically and has failed to identify and mitigate the risks of the registered manager's time being spread so thinly.

As a consequence, numerous aspects of the registered manager's role and responsibilities have fallen behind, including administrative tasks, the staff team's supervision and appraisal, team meetings and monitoring tasks. The registered manager has not received supervision and appraisal from senior leaders with sufficient frequency. This is particularly relevant, given the additional workload that she has been carrying.

More recently, the registered manager has returned to her substantive post and is already in the process of implementing plans to steer the home back on course. Staff are on board with this approach and remain committed to supporting the registered manager and the children through this next stage.

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 positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— are provided with supervision and support to enable them to understand and manage their own feelings and responses to the behaviour and emotions of children, and to help children to do the same. (Regulation 11 (1)(a) (2)(a)(x))	31 March 2022
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; take effective action whenever there is a serious concern about a child's welfare; and that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health. (Regulation 12 (1) (2)(a)(i)(vi)(d))	25 February 2022

The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— 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; and use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(b) (2)(f)(h))	31 March 2022
The registered person must compile in relation to the children's home a statement ("the statement of purpose") which covers the matters listed in Schedule 1. (Regulation 16 (1))	31 March 2022
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 if the individual satisfies the requirements in paragraph (3). The requirements are that— full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a) (3)(d))	14 January 2022
The registered person must ensure that all employees— 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)(b)(c))	31 March 2022
Schedule 4 sets out the other information that the registered person must keep in relation to a children's home.	31 March 2022

The registered person must—

maintain in the home the records in Schedule 4; and

ensure that the records are kept up to date.
(Regulation 37 (1) (2)(a)(b))

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: 2629097

Provision sub-type: Children's home

Registered provider: Homes2inspire Limited

Registered provider address: Lumonics House, Valiant Office Suites, Valley Drive, Swift Valley Industrial Estate, Rugby CV21 1TQ

Responsible individual: Angela Muchatuta

Registered manager: Kim Murray

Inspector

Sara Stoker, Social Care Inspector

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