

2673339

Registered provider: Homes 2 Inspire Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned home provides care for up to three children who experience social and/or emotional difficulties. The home is run by a private company that is owned by a national charity.

This home is led by a registered and experienced manager.

Inspection dates: 18 and 19 October 2022

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: not applicable

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: none

Recent inspection history

Inspection date

Not previously inspected

Inspection type**Inspection judgement**

Inspection judgements

Overall experiences and progress of children and young people: good

Children receive good care and support from a committed staff team. Children benefit from staff showing them emotional warmth and understanding. Feedback from a placing social worker is positive. They say that staff have good relationships with the children. This helps children to build trusting relationships with staff, which supports children to make progress.

Children are regularly encouraged to access a range of activities in the local area and beyond. They enjoy many positive experiences. One child has been involved in the wider development of other homes. For example, they assisted professionals in the interviews for new members of staff and supported fundraising at another home. This supports children to build their confidence and self-esteem.

Staff motivate children to learn and encourage them to experience new educational experiences. However, children's education placements have been minimal. The manager is taking swift action and is working with involved agencies to improve this. The manager understands the importance of children having good-quality education and remains focused on raising and escalating her concerns to leaders in the local authority.

Children are encouraged to express their wishes and feelings during regular meetings. However, children's views and feedback are not always recorded. This limits children's participation in their own plans and the day-to-day running of the home.

Managers and staff provide children with a nurturing home environment. Staff speak about children with enthusiasm, warmth and care. The house is furnished and decorated to a high standard. The home environment reflects that children's needs are put first. This supports children to feel safe in their home.

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

There are clear plans in place for when children are missing from home. There is a coordinated approach to this which involves children's families and the professionals working with the children. Staff undertake visual checks of the children when they are absent from the home and persist with these checks. Staff have a good understanding of actions needed to ensure the safety of the children.

Children know how to make a complaint if they are unhappy with any aspect of their care. The positive relationships between children and staff mean that any concerns children have are managed before they escalate. However, the children would benefit from being reassured that appropriate action has been taken.

Risk assessments are clear and thorough, which enables the home to help keep the children safe. However, there is little evidence of the risk assessments being reviewed or quality assured. The safety and protection offered to the children would be improved by regular reviews and reflective discussions with staff.

The staff have received training in safeguarding. This training meets the needs of the children. However, safeguarding is not routinely discussed in one-to-one supervision meetings with staff. Safeguarding matters are not always discussed in team meetings. These omissions reduce the opportunities for staff to discuss and learn about specific and wider safeguarding issues.

Recruitment is managed safely. The principles of safe recruitment practice are followed. However, there is a lack of information about employment gaps and references being received.

The effectiveness of leaders and managers: good

Staff feel supported by the manager and have regular formal and informal supervision. This supervision includes feedback from the manager to staff members about their performance. Staff are encouraged to share their knowledge and experience. This helps the staff to progress their professional development. Staff supervision sessions are not routinely recorded. Therefore, there is no evidence of how staff are supported with their development.

There are some management systems in place. However, not all records have management oversight. For example, management oversight of the arrangements for the administration of medicines does not ensure that the procedure is as safe as it can be. Monitoring does not provide oversight or demonstrate understanding about the impact and effectiveness of care. As a result, continuous improvements are not made. However, plans are in place to drive improvements forward.

The manager has been in post since the home opened and shows positive ambition to achieve good outcomes for the children. This attitude has positively impacted the staff team. Staff comment that they feel happy and appreciated and that young people have developed really positive relationships. Staff are motivated and work well as a team.

The manager is reflective about developing the home and the staff to ensure good outcomes for the children. There are development plans that continually improve the experiences for the children.

The manager does not always ensure that the home is run according to its statement of purpose. For example, not all staff are aware of a particular model of care identified in the statement of purpose, and the staff supervision arrangements are not set out correctly.

Staff are provided with regular mandatory training. The induction programme for new staff is robust and thorough. Staff benefit from extra learning provided by

managers which is focused on their development. However, staff would benefit from updating their training regularly to ensure continued professional learning.

Staff have a genuine sense of commitment and loyalty to the home, the children and their progress. The staff build effective working relationships with professionals. As a result, multi-agency working is effective.

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 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— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; ensure that staff work as a team where appropriate; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(b)(h)) This specifically relates to ensuring that all records are reviewed and monitored by the manager.	12 December 2022
The registered person must— keep the statement of purpose under review and, where appropriate, revise it; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. Subject to paragraph (6), the registered person must ensure that the home is at all times conducted in a manner which is consistent with its statement of purpose. (Regulation 16 (3)(a)(b) (5))	12 December 2022

This relates to ensuring that staff understand the home's model of care as identified in the statement of purpose.	
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— 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)(b) (3)(d)) This relates to ensuring that robust recruitment checks are completed and evidenced.	12 December 2022
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)) This particularly relates to staff supervision taking place in line with the home's policy of a minimum of monthly and every two weeks during induction.	12 December 2022

Recommendations

- The registered person should ensure that prescribed medicines are only administered to the individual for whom they are prescribed. Medicines must be administered in line with a medically approved protocol. Records must be kept of the administration of all medication, which includes occasions when prescribed medication is refused. Regulation 23 requires the registered person to ensure that

they make suitable arrangements to manage, administer and dispose of any medication. ('Guide to the Children's Homes Regulations, including the quality standards', page 35, paragraph 7.15)

- The registered person should ensure that children are consulted regularly on their views about the home's care, to inform and support continued improvement in the quality of care provided. Due consideration should be given to the child's cognitive ability in the development and implementation of any consultation processes. Children should be able to see the results of their views being listened to and acted on. ('Guide to the Children's Homes Regulations, including the quality standards', page 22, paragraph 4.11)
- The registered person should have a workforce plan which details the processes and agreed time frames for staff to achieve induction, probation and any core training and includes the process and time frames for supervision of practice. Appropriate supervision records should be kept for staff in the home. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.8)

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: 2673339

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: Matthew Earnshaw

Registered manager: Dominique O'Connor

Inspectors

Thirza Smith, Social Care Inspector

Kathryn Hurley, Social Care Inspector

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