

2685995

Registered provider: Inspirations Leicestershire Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned. It provides care for one child with emotional and social difficulties.

The home is led by a registered manager.

Inspection dates: 13 and 14 December 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

Not previously inspected

Inspection judgements

Overall experiences and progress of children and young people: good

At this inspection, there were no children living at the home. One child had recently left and there were plans for a new child to move to the home.

The child's relevant plans were clear and detailed. There was an overall care plan and additional health and education plan. These were written in a child-friendly style and from the child's perspective. This helped staff to understand the approach to care and support for the child in all areas of their life.

The manager and staff made consistent efforts to secure an education provision for the child. This included daily communication with social workers and the virtual school and writing to local schools. Creative educational planners were introduced to support the child to access learning activities each day. This is well recorded and means the child can see what has been done to support their education. This eventually helped to motivate and support the child into the right education provision.

The healthcare plan for the child was comprehensive. This included a focus on the child's mental health and what services were required to meet their needs in this area. Specialist services were sought for the child, including support from mental health professionals and specialists in eating disorders. Therefore, the child was helped to remain safe in difficult situations and to access the help and support needed.

There were good key-work sessions and meetings with the child. Staff were creative and consistent, despite the child's limited engagement with some staff. Their perseverance ensured the child knew that the staff cared for them and were available to give support whenever needed.

Managers and staff have ensured that children move in and on from the home in a planned way. The previous child moved to foster care. This was a very positive move and testament to the progress made by the child. The child coming to the home has been involved in the decision-making and has had good introductions, visits from staff at their current home and visits to this home. This thoughtful and careful approach to transition means that children are helped through this difficult time of change.

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

Children's risks and vulnerabilities are understood by the staff and manager. Behaviour support plans identify known risks. Individualised risk assessments set out the levels of risk and triggers to some behaviours. There is also a section asking the child how staff can help them better. Therefore, staff can identify and understand areas of risk and how best to respond to these risks to help keep the child safe.

Whenever there has been an incident, the manager and staff complete detailed reports. These include debriefs with staff and the child where possible. There is management oversight of all incidents and learning through team discussion and individual staff supervision. This helps staff to develop different ways to approach behaviours that might have led to incidents escalating.

There is good support to staff and children from the provider's assistant psychologist. Staff are directly supported through meetings and in the development of care planning and assessing risk. The child also enjoyed spending time with the psychologist. This has directly supported the child and helped staff to understand the child's sometimes challenging behaviours.

The child had not gone missing from care or been exposed to any risks from alcohol or substance misuse. There are clear procedures in place should this become a problem, including a flowchart reminder of actions that should be taken by staff in the event of any concerns of this nature.

If children engage in self-harming behaviour this is responded to appropriately by the staff. The manager and staff access support from the right external professionals when required. Risk assessments and staff practice have been adapted to address this known risk. This helped to keep the child safe.

The effectiveness of leaders and managers: good

The manager is committed to her role, the team and supporting children. She is an experienced and reflective practitioner. Staff say that they receive very good support from the manager and senior management team. One member of staff said, 'It's a brilliant home. I feel so supported and everyone else would echo that.'

The manager's oversight is rigorous, with good-quality assurance processes. These include a daily checking system and a monthly audit sent to the responsible individual for further oversight. The manager makes certain that she reviews and comments on all reports and plans. As a result, the manager is aware of the strengths in this home, learns from difficult situations and can identify areas for further development.

The manager reports very good support from the responsible individual and other senior managers. She receives monthly supervision. Senior managers are known to the staff and visit the home frequently. Therefore, the manager and staff can identify where they can get extra help and guidance if required.

The manager ensures that staff have regular supervision and these meetings remain relevant and meaningful for staff. Induction processes for new staff are very thorough and there are additional development supervisions with staff during their probation period. This helps new starters learn quickly and provides a formal process for discussions and appraisal.

Workforce development plans are good. The manager is ambitious and wants to lead the home to provide outstanding services to children. Staff training is comprehensive. The manager has recently introduced learning circles for staff, which has been an excellent addition to staff development systems. The development of individual and team practice is seen as vital to the care and support of children by the manager and leaders.

The manager knows the importance of working in partnership with other professionals. This has led to a successful return of a child to a foster carer. The social work team manager wrote to the manager to say, 'We would not have been able to achieve the current plan without the support of you and your team. They have really gone above and beyond for [name of child].'

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: 2685995

Provision sub-type: Children's home

Registered provider: Inspirations Leicestershire Ltd

Registered provider address: 131a London Road, Oadby, Leicester LE2 5DP

Responsible individual: Parminder Basra

Registered manager: Laura Thompson

Inspector

Shaun Caplis, Social Care Inspector

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