

2685995

Registered provider: Inspirations Leicestershire Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned. It is registered to provide care for up to four children with social and emotional difficulties.

The home is led by a suitably experienced registered manager.

Inspection dates: 16 and 17 January 2024

Overall experiences and progress of children and young people, taking into account	Outstanding
How well children and young people are helped and protected	good
The effectiveness of leaders and managers	outstanding

The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 13 December 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
13/12/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The registered manager and staff provide children with a warm and nurturing home. All areas of the home are welcoming. Children and staff socialise and have meals together. This creates a real sense of belonging for children which makes a difference to their lives overall.

Children receive a very good standard of care from a highly confident and compassionate staff team. Children have made excellent progress and are happy and settled. Staff work hard to keep children occupied and they support them to participate in activities inside and outside the home. This helps children to grow in confidence.

The manager's robust matching process means that children only come to live at this home if staff have the right experience and skills to provide effective care to them. Effective matching of children ensures that risk is identified, and measures are put in place to reduce risks. Managers are realistic and understand that some risk-taking behaviours may not stop straightaway.

Children are well supported with their education, have good attendance and are making progress. They are transported to school by staff. Some children are home-educated until a school has been identified, so that there is no drift. The managers and staff help children to learn. They have developed good relationships with school staff. As a result, children develop skills to manage their school day and achieve well in their work at school and home.

Children's health needs are met well, and care is bespoke. For one child, the deputy manager completed a particular relevant training course to support the team to better understand the child's health need. This has boosted the child's confidence and willingness to speak to others about their needs. Children are enrolled with local health professionals and are supported to attend appointments.

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

Children have trusting and positive relationships with the adults caring for them. As a result, they feel able to have discussions around areas of worry to help them stay safe. Professionals gave positive feedback and are happy with the care and support given to the children.

Children's views are considered and acted on. Complaints from children are rare as they are confident in speaking to staff about any concerns they may have. However, they know how to make complaints if they are unhappy. A previous complaint from a child had been acted on and resolved quickly.

Staff have a good understanding of children's safety needs. Risk assessments are clear, detailed and individual to the child. A range of strategies are in place to support staff in their work with children. The manager has good oversight of incidents and staff have benefited from reflective debriefs after incidents, so any learning is captured. Wherever possible, children's views are also sought.

Children rarely go missing from this home and staff understand the process to follow when children do go missing.

The manager places the safety and welfare of children first and recruits staff in accordance with safer recruitment protocols. Staff undergo a range of checks that are designed to minimise the likelihood of children being harmed by those caring for them.

The effectiveness of leaders and managers: outstanding

The home is going from strength-to-strength. The manager is passionate about, and aspirational for, the children. A committed deputy manager supports her. The manager leads by example, and she has created a very positive culture in this home.

The very stable and consistent staff team feels highly valued and supported. Staff enjoy working in the home. They speak positively about the manager, and about the children that they care for. Staff said that they enjoy coming to work. Morale within the staff team is high.

The manager and staff have excellent relationships with social workers and other professionals. A social worker described the manager as 'a strong advocate for the child'. Another social worker said, 'The staff go above and beyond. The child is always saying they love it here and don't want to move.'

The manager consistently uses research to update her knowledge, which she then circulates to her team. Staff have received additional training around the specific needs of children. This is developing their understanding of behaviour management and providing additional strategies on how best to support children.

Staff benefit from consistent staff meetings, regular reflective supervision and clinical meetings to help them to fully understand individual children's needs and to enhance their skills. The manager recognises the home's strengths and has systems in place to evaluate any area for improvement.

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 Limited

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

Responsible individual: Parminder Basra

Registered manager: Laura Thompson

Inspectors

Corline Parker, Social Care Inspector

Chris Haines, Social Care Inspector

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