

2702129

Registered provider: Insight Care Group Ltd

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned and provides care for up to four children with learning disabilities. At the time of this inspection, two children were living in the home.

Since the last inspection, the registered manager has submitted their voluntary cancellation, and they have not worked at the home since November 2024. A new manager has been appointed and is working in the home. They have applied to register with Ofsted.

Inspection date: 21 January 2025

Date of last inspection: 23 July 2024

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Information about this inspection

At this inspection, the inspector evaluated:

- the care of children
- the safety of children
- the effectiveness of leaders and managers.

The inspector has looked closely at the experiences and progress of children, using the social care common inspection framework. This assurance 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'.

Findings from the inspection

We did not identify any serious or widespread concerns in relation to the care or protection of children at this assurance inspection.

Both children living in the home spoke with the inspector.

Children are making progress from their starting points. One child has returned to school, which is a big achievement for them. Another child's daily routines have improved. As a result, their confidence is building.

The environment is safer for children. The home is clean, bright and welcoming. Children like their bedrooms, which are personalised to their individual tastes. This promotes a sense of permanence and belonging.

Staff promote positive endings. One child has moved on from the home since the last inspection because the staff could no longer keep them safe. The child's move was well coordinated and was centred around their well-being. The child's departure was celebrated with a party, and the child's favourite music was played. This helped the child to build their life story.

Children say they feel safe living in the home, and they have trusted adults who they can talk to if they have any worries.

The quality of children's behaviour support plans and risk assessments has improved. Plans contain succinct and clear guidance for staff to follow to keep children safe. However, on some occasions, staff practice and poor decision-making have compromised children's safety and experiences. Poor practice is addressed by leaders, and evaluations carried out after incidents are identifying learning. This development area is a work in progress.

The home has experienced a challenging six months. Management and staff changes have occurred in a short time. The previous manager has left the home and a new manager has been in post for seven weeks. The changes have been unsettling for the children. In addition, the changes have caused uncertainty for staff, and some say they do not feel well supported. Leaders do not plan to admit any new children until stability returns in the home.

The new manager is child focused. She understands the strengths and weaknesses of the home and has good oversight of children's care. Clear development plans are in place to make improvements, which includes improving staff practice to benefit children. A team-building event is also planned to support the newly formed staff team. While there is some progress, more time is needed to fully achieve the plans and embed changes.

Staff speak positively about the training courses they access to support them in their roles. Most staff training is up to date, but two members of staff have not yet completed training in line with the therapeutic approach detailed in the home's statement of purpose. Therefore, therapeutic approaches are not embedded in staff practice.

Safer recruitment practice is strengthened. This helps to ensure that the children are looked after by suitable adults.

Staff receive supervision. Staff describe the supervision sessions as 'helpful' because they provide opportunities to reflect on their work and discuss their development. Five members of staff have not had their performance appraised in the last 12 months. The manager has identified this shortfall, and appraisals are scheduled to take place.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/07/2024	Full	Requires improvement to be good
13/06/2023	Full	Requires improvement to be good

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. (Regulation 12 (1) (2)(a)(i)) Specifically, the registered person must ensure that staff consistently follow the guidance in children's plans to keep children safe. Part of this requirement was made at the last inspection and is restated.	28 February 2025
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 have the experience, qualifications and skills to meet the needs of each child.	28 February 2025

(Regulation 13 (1)(a)(b) (2)(a)(c))

Specifically, the registered person must ensure that staff receive training in line with the therapeutic approach as detailed in the home's statement of purpose.

Part of this requirement was made at the last inspection and is restated.

Recommendation

- The registered person should ensure that all staff have their performance and fitness to carry out their role formally appraised at least once annually. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.5)

Children's home details

Unique reference number: 2702129

Provision sub-type: Children's home

Registered provider: Insight Care Group Ltd

Registered provider address: Ace House, 22 Chester Road, Sutton Coldfield B73 5DA

Responsible individual: June Johnson

Registered manager: Warren Thomas

Inspector

Amy Richards, Social Care Inspector

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