

2729941

Registered provider: Inspire Care (UK) 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 two children who have experienced trauma and encounter associated difficulties with their emotional well-being.

The home was registered with Ofsted in December 2023. The manager registered with Ofsted in October 2024.

There were two children living in the home at the time of inspection.

Inspection dates: 10 and 11 June 2025

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: 22 April 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
22/04/2024	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

There were two children living in the home at the time of this inspection. Both children contributed towards this inspection. One child has recently moved in and has only lived at the home for a short period. He has made exceptional progress from his starting point. The child's social worker told the inspector 'the adults have a good sense of him already' and 'his outcomes have improved massively'.

The manager ensures that the home is well maintained. It is personalised to the children's preferences. This theme runs right through the home. For example, photos and the children's artwork are displayed throughout. Children's bedrooms are decorated in line with their preference, and communal areas have a warm and homely feel to them. This supports children to feel valued.

Staff support children to attend health appointments. When required, referrals are made to specialist health services. Staff monitor any changes in children's physical and emotional health and respond appropriately to ensure that children's health needs are met. For example, staff have recently advocated for one child to have a medication review.

Since the last inspection, children's education has been a priority. The manager actively engages with educational professionals to advocate for children so they can progress educationally. Because of this, children have made excellent progress on their educational journeys. Both children living in this home attend school. One child has received an award for the progress she has made in her education.

The children are encouraged to have fun, enjoy themselves and experience new things. Children have opportunities to go on holiday. They participate in activities in the home such as playing in the garden, playing games and having day-to-day fun with staff. In addition, children also go on trips and have opportunities to try new activities and hobbies. One child has participated in a 'young voices' event. Another child has gained enough confidence to participate in extracurricular activities outside of the home. Children's involvement in these activities helps to promote their independence and develop their self-esteem.

Children are involved in their care. They have regular opportunities to express their views. Staff creatively capture the child's journey at the home through memory books and journals. Children's records show that staff encourage them to have a say in decisions about day-to-day life in the home, such as food menus and activities, as well as other decisions that are made about them.

Staff talk highly of children. The staff spend quality time with the children and are committed to building positive relationship with them. Despite this good practice, there has been one isolated incident where a staff member used inappropriate language

towards a child. The manager took immediate action in response to this and disseminated learning to the team.

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

Managers and staff have a good understanding of the risks and vulnerabilities that children face. Leaders and managers are diligent in sharing any safeguarding concerns with appropriate professionals. Following a recent incident, the manager has revisited the whistle-blowing procedure with the team.

Staff implement clear boundaries, structure and routines for the children. This is an important factor in keeping children safe and helps them to feel protected. Staff hold important conversations with children about their feelings, emotions and risks. Overall, children are learning how to manage their emotions better.

Children rarely go missing from the home. There is individualised missing-from-home risk plans that clearly outline the actions staff should take to keep children safe. There has been one occasion where a child went missing. Staff knew what action to take, and the child returned home quickly and safely.

Staff support the children to build and maintain positive relationships with each other. They have regular, open discussions about topics such as friendships and how to treat others. Children are helped to safely enjoy activities together, while also being given time to enjoy activities separately. As a result, children are learning important social skills that will help them now and in the future.

On some occasions, the staff are required to physically hold children to prevent them from hurting themselves or others. Within her review, the manager has identified occasions when staff could have acted sooner or differently. Staff do not always understand children in the context of their experiences and the way that they process the world around them. The manager is addressing this with the team to ensure that their responses are proportionate and necessary.

The effectiveness of leaders and managers: good

The home is managed by an extremely dedicated and conscientious registered manager. She is developing her leadership and has high aspirations for the children in her care. The registered manager shows great ambition for the home and where it aims to be in the future. She actively assists staff, demonstrating expectations and offering additional support when necessary. She is passionate about the service and advocating for children's views. She has a good knowledge of the children's starting points and what they have accomplished since living at the home.

There have been some changes in the staff team since the last inspection. As a result, the team is still relatively new and inexperienced. While the adults are passionate and committed to the care of the children, their understanding and response to children's

individual needs require further development. The manager has recognised this and is planning further development and upskilling sessions. Staff development could be further strengthened for greater opportunities for face-to-face training, where they could benefit from sharing and reflecting on their practice.

Internal monitoring systems are used by the manager. This helps with her oversight of the service and she co-ordinates this well with the management team. The manager welcomes feedback.

The manager has excellent working relationships with partner agencies, schools and family members. She builds positive relationships with people who are important to children. This ensures that children are at the centre of a network of support and, as a result, have the best possible experiences. The inspector received feedback from a parent who said, '[Name of child] has come on leaps and bounds.' Another family member told the inspector the home had exceeded her expectations.

Most staff are receiving regular supervision. However, these are not always written up and shared with staff in a timely way. In addition, those that require it have not received an annual appraisal. This does not ensure that there is a record of the supervision to support reflective practice and review areas of development.

What does the children's home need to do to improve?

Recommendations

- The registered person should actively support each child to achieve their potential. They should ensure that staff understand and can meet each child's needs, including needs associated with a disability. In particular, the registered person should ensure that staff understand children's behaviours and how to respond to these behaviours when any incidents occur. ('Guide to the Children's Homes Regulations, including the quality standards', page 52, paragraph 10.5)
- The registered person should ensure that staff can access appropriate facilities and resources to support their training needs. Staff should be able to access training that supports them to reflect and consider the individual needs of the children they care for. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.11)
- The registered person should ensure that staff receive regular supervision. It is good practice for a note of the content and/or outcomes of supervision sessions to be kept and to ensure that both the person giving the supervision and staff member have a copy of the record. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.4)
- The registered person should ensure that all staff have their performance and fitness to carry out their role formally appraised at least once annually. This appraisal should take into account, where reasonable and practical, the views of other professionals who have worked with the staff member over the year and of children in the home's care. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.5)

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: 2729941

Provision sub-type: Children's home

Registered provider: Inspire Care (UK) Limited

Registered provider address: Keystone Chartered Accountants, 263 Nottingham Road, Nottingham NG7 7DA

Responsible individual: Clare Hadfield

Registered manager: Kayleigh James

Inspector

Natasha Skinner, Social Care Inspector

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