

1257074

Registered provider: Branas Isaf (holdings) Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private organisation. It specialises in providing therapeutic services for boys up to the age of 18 who present with sexually harmful behaviours.

The manager been registered with Ofsted since July 2018.

Inspection dates: 7 to 8 January 2020

Overall experiences and progress of children and young people, taking into account **good**

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

The effectiveness of leaders and managers **good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 14 March 2019

Overall judgement at last inspection: sustained effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/03/2019	Interim	Sustained effectiveness
08/05/2018	Full	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, 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— ensure that staff have the experience, qualifications and skills to meet the needs of each child.(Regulation 13 (1)(2)(c))	28/02/2020
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— the individual is of integrity and good character; the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; the individual is mentally and physically fit for the purposes of the work that the individual is to perform; and	28/02/2020

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)(3)(d))	
The registered person must ensure that all employees— receive practice-related supervision by a person with appropriate experience. (Regulation 33 (1)(4)(b))	28/02/2020

Inspection judgements

Overall experiences and progress of children and young people: good

Staff ensure effective care planning for young people. Currently, six young people live at the home. Since the last inspection, four young people have moved out of the home. Staff ensure that young people experience well-planned transitions to move in and out of the home. Staff support young people with their independence skills, so they are well prepared for adulthood.

Most young people are engaged in therapeutic work for their sexually harmful behaviours. As a result, young people make substantial emotional progress.

Young people enjoy a full range of activities, both inside and outside of the home, such as going to the gym, attending music clubs, cadets and undertaking volunteering.

Staff provide a high level of support and supervision to help the young people overcome their difficulties. This ensures that young people are supported to develop safe relationships with one another. One social worker told the inspector that 'Staff take a person-centred approach and adapt their plans to meet the young person's needs. I have found staff to be highly skilled and well trained, open and honest in their work.'

Young people are making progress with their education. At the time of the inspection, five young people were attending school or college full time. Young people's attendance rates are good and young people are making progress academically.

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

Young people make good progress in keeping themselves safe. They engage in therapy sessions to help them understand their behaviour and risks. Staff liaise well with other professionals, such as teachers and the police, to manage and reduce risks.

Young people feel safe and describe having positive relationships with staff. Staff keep young people safe and prevent serious incidents occurring. Staff achieve this by having a thorough understanding of each young person, adhering consistently to clear

boundaries, and establishing meaningful relationships with young people. Staff encourage positive behaviour by celebrating young people's successes, however small.

Young people do not go missing. Nevertheless, staff understand the relevant procedures and have good links with the local police. Staff address sensitive issues in well-planned key-work sessions and appropriately challenge young people's behaviours.

Team meetings and staff handovers are thorough. Staff use these to reflect on any incidents or changes in young people's presentation. This means that staff have a comprehensive understanding of all young people's needs.

Managers do not always ensure that all safer recruitment checks are completed prior to new staff starting in post. On occasion, managers have failed to verify all previous posts where staff have worked with children or vulnerable adults. This means that managers cannot be certain that staff are safe to work in the home.

The effectiveness of leaders and managers: good

The registered manager is currently on maternity leave. In her absence, an interim manager and trainee manager are overseeing the home. The responsible individual supports them. The change in management has not impacted on the care provided to young people.

Managers understand their roles and responsibilities in caring for young people. They take swift action to address issues as they arise, for example seeking appropriate education provisions for young people.

The managers have systems and processes in place to monitor the home and progress of young people. They lead the service by engaging staff, young people and professionals effectively. The managers regularly seek feedback and use this to make improvements to the home.

Staff enjoy working at the home. They support each other and are also well supported by their managers. Staff receive regular supervision. However, some staff members are providing supervision without completing training in delivering supervision. This may compromise the quality of supervision.

Staff have access to a wide variety of training. However, not all staff have completed training on certain topics, such as county lines, child sexual exploitation and managing challenging behaviours. This means that there are gaps in some staff members' knowledge.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children

and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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: 1257074

Provision sub-type: Children's home

Registered provider: Branäs Isaf (holdings) Limited

Registered provider address: Branäs Isaf (holdings) Limited, Metropolitan House, 3 Darkes Lane, Potters Bar EN6 1AG

Responsible individual: Kathleen Jones

Registered manager: Rebecca Potter

Inspector

Debbie Holder, social care inspector

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