

1257074

Registered provider: Branas Isaf (holdings) Limited

Monitoring visit

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.

A temporary manager has been in post for a substantive part of the time since the last inspection. The permanent registered manager has now returned from maternity leave.

Inspection date: 18 and 19 February 2021

This monitoring visit

The home was last inspected in January 2020. This visit was carried out to enable the regulator to obtain an up-to-date assessment of children's lived experience at the home, and to follow up on a whistleblowing referral received by Ofsted.

This visit was carried out using a blended approach. This included the inspector spending some time at the home and continuing the inspection remotely. This approach was necessary due to the COVID-19 (coronavirus) pandemic. The inspector examined a sample of documents, conducted interviews with the staff and spent time talking to the children.

The provider has taken action to meet some of the requirements raised at the last inspection.

Children benefit from positive and consistent care. As a result, they feel secure and well cared for. Action has been taken to respond to and improve the experiences and progress of children. In light of the ongoing risks and restrictions presented by

the COVID-19 pandemic, children have been unable to participate in their usual external activities. Staff and managers have listened to children and responded with creative ideas to enhance children's experiences in the home. Children have valued the additional opportunities to participate in new and fun activities in the home and surrounding area. This included a two-day festival when the children could watch an outdoor cinema and light show and take part in walks around the surrounding countryside, bake-offs, yoga and meditation, and build and play on go karts.

COVID-19 risks are effectively addressed, based on thorough risk assessments, which consider the needs of each child as well as the overall running of the home. Risk assessments are updated regularly in light of changing circumstances.

There have been several safeguarding notifications to Ofsted. Reflection and learning are systematically built into the home's processes and routines to ensure that any safeguarding lessons are learned and put into practice. For example, cutlery is now kept securely and safely locked in the kitchens.

Incident reports are clearly recorded with evidence of effective diffusion by staff to reduce risk. There is sound debriefing and reflection following an incident, both with children and with the staff team.

During this visit, time was taken to look into a whistleblowing referral to Ofsted that raised concerns about whether risks to children were being effectively addressed. The inspector found that staff are encouraged to express their views, and this is evident in the quality of care children receive. Staff know the children well. There is excellent communication between staff and good supportive relationships, which improve the care experience for children. There are many opportunities for reflective discussions with caring staff and managers to learn together and adapt routines and plans with children. Placement plans are well written and updated regularly, providing a clear sense of the child's lived experience.

Staff have a range of opportunities to express concerns with managers, which promotes a consistent approach to care. Children's meetings are held regularly, when children can suggest ideas and raise concerns as well as through more structured key worker sessions. A suggestions box is accessible for children to post their views. Children feel well cared for and enjoy positive relationships with caring staff.

At the last inspection, there was a requirement to ensure that staff have the experience, qualifications and skills to meet the needs of each child. Progress in meeting this requirement has been made. All staff who have worked in childcare for over two years have completed the level 3 diploma in residential childcare. Staff have received training on child exploitation and managing challenging behaviours. Although there are documents detailing training undertaken for each individual member of staff, there are some inconsistencies between documents about who has

completed what training. Sections of the workforce development plan are incomplete. The registered manager has begun to address this omission.

At the last inspection, there was a requirement that the registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. This requirement is met. These are now in place, and necessary checks and verifications of references are undertaken. In addition, staff are now receiving regular supervision.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/01/2020	Full	Sustained effectiveness
14/03/2019	Interim	Sustained effectiveness
08/05/2018	Full	Good

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

Recommendations

- The registered person should have a workforce plan which can fulfil the related requirement of regulation 16, schedule 1 (paragraphs 19 and 20)

The plan should:

- detail the necessary management and staffing structure, (including any staff commissioned to provide health and education), the experience and qualifications of staff currently working within the staffing structure and any further training required for those staff, to enable the delivery of the home's Statement of Purpose;
- detail the processes and agreed timescales for staff to achieve induction, probation and any core training (such as safeguarding, health and safety and mandatory qualifications);
- detail the process for managing and improving poor performance;
- detail the process and timescales for supervision of practice (see regulation 33 (4)(b)) and keep appropriate records for staff in the home.

('Guide to the children's homes regulations including the quality standards', page 53, paragraph 10.8)

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 1257074

Provision sub-type: Children's home

Registered provider: Branas Isaf (holdings) Limited

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

Responsible individual: Kathleen Jones

Registered manager: Rebecca Potter

Inspector

Alison Smale, Her Majesty's Inspector

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