

Children's homes - interim inspection

Inspection date	16/02/2016
Unique reference number	SC013553
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Bramley Care Limited
Registered person address	57 London Road, Enfield, Middlesex, EN2 6SW

Responsible individual	Barbara Sharp
Registered manager	Matthew Wakeling
Inspector	Trish Palmer

Inspection date	16/02/2016
Previous inspection judgement	Outstanding
Enforcement action since last inspection	None
This inspection	
The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection This home was judged Outstanding at the full inspection. At this interim inspection Ofsted judge that it has sustained effectiveness. The young people continue to make good progress since the last inspection. The young people have positive relationships with a staff team that know and understand them. Due to the risks relating to the young people there is a high staff ratio. This ensures that the young people still have the opportunities to participate in activities outside of the home. The staff feel supported by the manager and he has a clear vision for the home and aspirations for the young people. The home has recently become an approved centre for the Duke Of Edinburgh awards. A member of staff has undertaken the training to enable this to happen. This means that the young people now have the opportunity to gain their awards and the self-esteem attached to it whilst ensuring that all safeguarding concerns are met. Some young people were seen going out with staff to the local woods for orienteering and making a camp as part of the Duke Of Edinburgh award. Young people have already gained some certificates for this and the manager is going to have these formally presented at school so that staff and peers recognise the young people's achievements. Staff understand the importance of education; the company has its own school a short distance from the home which all the young people attend full time. There is a handover at the beginning and end of each day so that all staff working with the young people are aware of any issues. Staff from the home are also available at the school to support young people when needed and to supervise lunch and break times. The young people spoken to said that they like living in the home and feel safe. One young person was very proud that they had all gained maximum points recently and had all gone out for a hamburger meal. Another was very proud of his room and was eager to show how tidy it was. The young people are consulted in a number of ways to ensure that they have an	

input into how the home is run. They complete feedback forms before reviews as well as holding regular young people's meetings, key work sessions and daily house meetings. They were also consulted on the new young person's guide.

Staff understand the importance of transitions for young people leaving and moving into the home. Recent transitions out of the home have been managed well. Staff were able to support the young person moving into a more independent sister home. End of stay reports are produced for young people leaving the organisation and the manager has now begun to complete these for young people moving to sister homes to ensure that staff have a good understanding of where the young person has come from and the progress they have made.

Transitions into the home are managed well. The manager will meet with the young person and family to outline the ethos and expectations of the home. The young person will then visit with family and social worker. Young people are offered a week's assessment where both the young person and the home decide if the placement is appropriate. The home will not take young people who do not want to work within the boundaries and ethos of the home.

Supervisions are regular, a member of staff who is in her probation period commented, 'I have supervision every two weeks and have found it to be very supportive. If I had any concerns I know I could speak to any member of staff.'

There are regular staff meetings, once a month there is group supervision with the home's therapist to support staff working with the young people. Staff also complete an evaluation at the end of every shift to ensure that they are working in the same consistent way.

Staff understand the importance of contact for young people and their families and work with parents and social workers to ensure that contact is a positive experience. Staff have built good relationships with families and will supervise contact if required. The manager is arranging a befriender for a young person who has no family contact and struggles when others talk about impending visits.

Due to the high level of risk, safeguarding training is robust. All staff have completed safeguarding, child sexual exploitation and radicalisation training. Due to the high staff ratio, young people do not tend to go missing from the home. A member of staff spoken to was very clear on the action to be taken should a young person break supervision.

Due to the level of risk, the young people only have accesses to computers at the school, which have security and are monitored; young people do not have mobile phones.

The staff work closely with the local missing person's team. On admission, the manager will pass on information and the missing person's team will complete an intervention pro forma outlining the risks along with a photo of the young person.

The manager informs the local authority of all admissions and discharges.

There are detailed risk assessments in place, which are reviewed and amended when needed. There are good clear care plans, which support the staff working with the young people.

There have been 12 physical interventions since the last inspection, nine of these involved a young person who has recently moved into the home and has struggled with boundaries. Although the physical interventions have been for a short time, he can take several hours to de-escalate.

All recordings of physical interventions are appropriately documented. Young people's comments are recorded and they meet with the manager to debrief.

There have been 56 sanctions recorded since the last inspection. These are all fair and proportionate. The young people have commented and signed and the manager has evaluated the effectiveness. In some instances, young people are given the opportunity to earn back things such as activities by working with staff and improving their behaviour.

There was one recommendation from the last inspection, which has been met. The manager monitors care practice and this has enabled him to look at how to improve outcomes for the young people.

Recruitment is robust and all checks are completed and verified before staff can begin work in the home. There is an in-depth induction, which new staff work through with the support of the manager and staff.

There had recently been an issue with damp in the upstairs corridor. This has now been repaired. A maintenance person works between the homes; this ensures that all repairs or maintenance work is dealt with promptly.

The home has a warm nurturing feel and is decorated and furnished to a high standard. There are large well-kept gardens surrounding the home. Pictures of young people and staff on activities are displayed throughout the home. A young person explained that they had requested that one of the large sheds in the garden could be turned into a den with a pool table and games console. This has now been completed.

Information about this children's home

The home is a privately owned therapeutic unit and provides care and accommodation for up to nine boys with emotional and behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/09/2015	CH - Full	Outstanding
20/02/2015	CH - Interim	improved effectiveness
08/09/2014	CH - Full	Good

What the inspection judgements mean

At the interim inspection we make a judgement on whether the home has improved in effectiveness, sustained effectiveness, or declined in effectiveness since the previous full inspection. This is in line with the *Inspection of children's homes: framework for inspection*.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, 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 who it is trying to help, protect and look after.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service 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*.

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