

SC028505

Registered provider: Bramley Care Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is privately owned and is registered to accommodate four young people. The home is a semi-independent provision that offers a service to young men who may have experienced troubled and traumatised backgrounds. All young people have access to the organisation's therapeutic service and education establishment.

The manager was registered with Ofsted in August 2011.

Inspection dates: 28 to 29 January 2020

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

How well young people 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: 20 June 2019

Overall judgement at last inspection: declined in effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/06/2019	Interim	Declined in effectiveness
19/02/2019	Full	Requires improvement to be good
11/10/2017	Full	Outstanding
20/12/2016	Interim	Improved effectiveness

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 registered person must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the name of the child; details of the child's behaviour leading to the use of the measure; the date, time and location of the use of the measure; a description of the measure and its duration; details of any methods used or steps taken to avoid the need to use the measure; the name of the person who used the measure ("the user"), and of any other person present when the measure was used; the effectiveness and any consequences of the use of the measure; and a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure; within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")— has spoken to the user about the measure; and has signed the record to confirm it is accurate; and within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35 (3)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(b)(i)(ii)(c)(iv)) In particular, ensure that all records of sanctions contain the details of the behaviour and that they are monitored and evaluated by the registered manager within five days.	31/03/2020

Recommendations

- The registered person should only accept placements for children where they are satisfied that the home can respond effectively to the child's assessed needs as recorded in the child's relevant plans and where they have fully considered the

impact that the placement will have on the existing group of children. The statement of purpose is an important document in the process of care planning as it sets out the needs of the children the home is set up and equipped to care for. ('Guide to the children's homes regulations including the quality standards', page 56, paragraph 11.4)

This is in relation to ensuring that the impact risk assessment is more detailed and shows how the established group can cope with the behaviour and influence that new admissions will have on the group.

- Staff should be familiar with the home's policies on record keeping and understand the importance of careful, objective and clear recording. ('Guide to the children's homes regulations including the quality standards', page 62, paragraph 14.4)

This is with reference to ensuring that records, such as reports for reviews, contain the necessary details.

Inspection judgements

Overall experiences and progress of children and young people: good

Young people make significant progress at this home. The supportive relationships between young people and staff and the well-planned care that young people receive help them to develop their maturity and independence. They trust the adults who care for them and know that the adults will advocate on their behalf if needed. 'He has my back,' was a comment made by a young person in relation to the registered manager.

Young people have the opportunity to develop their independence and implement their learned skills and coping strategies. Their independence is gradually nurtured at a pace they can cope with, and this approach takes into consideration their vulnerabilities and risks. As a result of this careful planning and support, many of the young people are now at college and have part-time jobs in the community. This is a significant development when considering young people's starting points.

Young people's views are encouraged and promoted, and openness is embedded and valued. The emphasis on group living and accountability, combined with an expectation that all young people will have a meaningful role to play in the day-to-day chores and routines, means that everyone has an influence on the running of their home. Young people can also discuss issues together; they meet regularly to discuss behaviours, disputes or areas of conflict. This encourages young people's communication skills and honesty, and increases their awareness of and responsibility for their own actions and how these can affect others.

All young people at this home attend school or college on a full-time basis. Close liaison with their education placements means that they are supported when needed and they make very good progress. Some of the young people have gone on to have part-time jobs, which is a significant milestone for them in developing their confidence, self-esteem and responsibility.

Young people are encouraged and helped to take part in community activities. This helps to build their confidence and social skills and supports them to expand their circle of friends and interests. The process is carefully planned and takes into account each young person's risks and their ability to manage their own feelings and vulnerabilities.

Young people benefit from sensitive and well thought through support in maintaining contact with their families. This is not only through practical means, such as providing lifts, but also with careful preparation and debriefing in relation to the emotional impact these occasions can have.

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

Staff are aware of any risks that the young people are vulnerable to or that they may pose to others. Clear plans regarding the management of these risks are implemented

effectively. Multi-disciplinary working with external agencies and therapists is well-coordinated and implemented, and ensures that everyone is aware of each young person's situation and how their feelings can influence their behaviours. Importantly, the young people are also able to recognise their progress or vulnerabilities and are supported to minimise any subsequent risks.

All staff are aware of what to do and who to inform if there are any concerns regarding a young person's well-being. Records show that information is shared promptly with relevant safeguarding agencies so that measures can be put in place to promote everyone's safety.

There are very clear protocols in place for staff to follow should a young person be missing or away from the home without permission. The potential seriousness of this is recognised by the staff. No young people have been missing since the last inspection in February 2019.

Young people report that the rules and routines are fair and sensible. They are happy to live at this home as it is a step towards adulthood and independence. They are expected to be increasingly mature and to show insight and self-regulation in their behaviours. Consequently, the need for sanctions is rare. On one occasion, the record in relation to a sanction did not contain the details needed and had not been checked by the registered manager in the required time frame. Although the young person concerned had accepted the sanction, this shortfall could have been more significant if the sanction had been inappropriate.

At the last inspection, there were shortfalls in the home's tidiness and management of fire safety. These have now been addressed and new systems ensure that there are regular fire drills. The premises are checked so that fire exits are not obstructed, and potential hazards are removed. Consequently, the fire safety of the home is now maintained to a good standard.

The effectiveness of leaders and managers: good

The registered manager acts as a positive role model for the staff and young people. The warm supportive relationships promote trust and respect. In turn, consistent boundaries and routines help young people to feel that their home is stable and safe. This is a marked improvement since the last inspection in June 2019, when the home was unsettled and young people's progress and engagement were inconsistent.

The registered manager ensures that key workers monitor care plans and ensure that agreed targets and aims are met. As a result, young people make good progress and acknowledge the positive impact of the care and guidance they are given. 'It's more calm here, less bickering than my last home,' said one young person.

Young people are prepared in advance to come and live at this home. The majority come from other homes in the organisation; as they mature and develop their independence

skills, they are offered the opportunity to live here. This is with a view to attending college and finding work as part of their journey into the independent adult world. Young people visit the home and acclimatise themselves to their new peers and the rules and routines before moving in. While this process is well thought through, the written records of how the new admissions may impact on dynamics lack detail and evidence of how the group will cope with new changes. A recommendation is made that the quality of these documents is improved.

All members of staff, including those who work for an agency, receive regular supervision. This gives them an opportunity to reflect on their effectiveness and how their work can impact on their feelings. Staff also receive a variety of training which ensures that they have the knowledge and skills to support this group of young people. Staff report good morale and effective teamwork and feel they are well led.

Some records lack detail. Although minor shortfalls have not had an impact on young people's well-being, these shortfalls undermine the evidence that shows the efforts made by members of staff and the manager. A recommendation is made in relation to this issue.

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: SC028505

Provision sub-type: Children's home

Registered provider: Bramley Care Limited

Registered provider address: Nicholas House, Riverfront, Enfield, Essex EN1 3FG

Responsible individual: Kathy Dodds

Registered manager: Mark Riglar

Inspector

Paul Taylor, social care inspector

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