

Children's homes - interim inspection

Inspection date	29/10/2015
Unique reference number	SC028505
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	Mark Riglar
Inspector	Chris Peel

Inspection date	29/10/2015
Previous inspection judgement	Good
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 Good at the full inspection. At this interim inspection Ofsted judge that it has improved effectiveness. Most young people continue to make excellent progress, including the ability to manage their own behaviour, gain skills for independence, arrange their own appointments and achieve in education. One young person has struggled to make the improvements hoped for and his behaviour continues to put him and the wider community at risk. Plans are being implemented by the placing authority to move him and representations have been made by the manager about the potential adverse impact on the young person. This demonstrates the willingness to challenge other parts of the system to obtain best outcomes. Since the last inspection there have been significant improvements to the fabric of the home, including new carpets, furniture and kitchen. This is more than cosmetic, particularly in regard to the latter, as the facilities for young people to follow independence programmes has been enhanced. This is an area that the home excels in; young people undertake responsibility for menu planning, shopping and cooking, whilst ensuring that all allergies and dietary preferences are catered for. They are involved in other aspects of the running of the home including responsible use of cleaning products that come under COSHH regulations, fire drills and assisting with maintenance. The employment of a full-time maintenance person and use of a new 'app' to request work has resulted in repairs being effected more quickly and to a higher standard than before. The number of sanctions and restraints remain low, with the majority of control measures relating to one young person, which demonstrates the progress made by the majority in regulating their own behaviour and emotions. This is partly a result of young people having had considerable input from the provider's therapeutic services and having first been placed in one the organisation's other homes before moving here. However, the ethos established by the manager and staff creates an atmosphere in which young people become, in the words of one, 'a lot more mature and self-aware.' He added, 'If you are doing something wrong here it makes you conscious of it; you stick out like a sore thumb.'	

The fact that young people transfer here from other homes within the organisation means that they are well known and managers are confident that they are a good fit with those already here. However, a recommendation was made at the full inspection that risk assessments and placement plans should be compiled on transfer but no evidence was seen that this has been implemented. This is therefore the subject of a requirement.

Other requirements and recommendations have been responded to positively with, for example, arrangements being made with a voluntary organisation to undertake return to care interviews where a local authority does not meet this obligation. There have been no further incidents of young people going missing.

Attempts have been made to reduce the scolding temperature of hot water but this resulted in showers running cold. One young person told me that this had been explained to him and everyone knows to be careful.

Records of control, discipline and restraint have improved with sufficient information provided to allow scrutiny of what happened so that staff and young people can learn from incidents. Those subject to them are encouraged to make their own comments and sign records. This is done with much greater frequency than previously. The manager speaks to staff and young people about incidents and records an overview; these are not dated and often unsigned so it is not possible to ascertain if regulatory timescales are being adhered to.

A development plan has been drawn up that covers a range of issues including the refurbishment of facilities, staffing and provision for young people. Many of these have been completed or being progressed well. So, in addition to the purchase of new furniture the manager has devised an induction programme for new staff. This goes beyond the Children's Workforce Development Council standards to include input on areas addressing the particular needs of young people placed here.

Some objectives in the development plan, however, are too general for it to be clear if they are met and have no definite timescale. The same is true for those aims set out in the statement of purpose that the organisation has set itself. The aims within the same document that are specific to this home are much clearer.

The children's guide is being revised with young people to reflect more accurately what life is like living in this home and to meet statutory requirements.

Young people are pleased with the progress they have made and all could identify an aspect of their development that has improved. They indicated this was often due to the way staff relate to them. Examples include, 'I'm calmer and the place is too, it helps me relax more' and, 'my free time in this house has increased dramatically, it's down to the way the staff and manager work.'

Young people are at a stage where they hope to move to more independent accommodation in the relatively near future. Most are approaching this with confidence given the grounding they have had (although concerned about being able to continue to attend their chosen courses). One young person has transferred successfully since the last inspection but there was no record of the

role played by staff in preparing him to move. Local authority pathway plans and statutory review documentation were out of date and the home's own placement plan barely updated from the previous version so that it was not clear how well staff had cooperated with others in this task.

Final therapy reports and placement plans give a good indication of the young person's readiness to move on and development as it then stood. However, they lack analysis of progress from the point of entry to that of leaving, such as comparison of psychometric testing results or evidence of risk reduction.

There has been some pressure on staffing since the last inspection but vacancies have been filled. Recruitment records show that procedures promoting the safety of young people have been followed. Bank and agency staff are still used but are well known to young people. They, however, did comment that their 'own staff' are sometimes needed elsewhere at short notice and the substitution of an agency worker occasionally disrupts plans.

Overall, staff have established an atmosphere of tolerance and respect. They make it possible for young people to challenge and contribute to each other's (and indeed the home's) development. One young person commented on how the others 'try to pull me up to their level', and summed up the home by saying 'I've had all the support I could want, from staff and boys. I would recommend this place to anyone who needs the help I needed.'

Information about this children's home

The home is registered to accommodate four young males. The home is privately owned and is one of four children's homes run by the service provider. The home is a semi-independent provision that offers a service to young men who may display emotional and behavioural difficulties. All young people have access to the organisation's specialist therapeutic service and education establishment.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/05/2015	CH - Full	Good
05/01/2015	CH - Interim	improved effectiveness
05/06/2014	CH - Full	Good
17/03/2014	CH - Interim	Good Progress

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

Statutory Requirements

This section sets out the actions which must be taken so that the registered person/s meets 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 with the given timescales.

Requirement	Due date
To meet the protection of children standard the registered provider must: assess whether a child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child, including on transfer from another home within the organisation. (Regulation 12 (2) (a)(i))	30/11/2015
The registered person must keep the statement of purpose under review and, where appropriate, revise it. (Regulation 16 (3)(a))	30/11/2015
The registered person must ensure that a record is made within 24 hours of the use of a measure of control, discipline or restraint; within 48 hours that the user has been spoken to about the measure; and signed the record to confirm it is accurate; and within 5 days an addition is made to the record that the child has been spoken to about the measure; in particular records must show that these timescales have been adhered to. (Regulation 35 (3)(a-c))	30/11/2015

Recommendations

To improve the quality and standards of care further the service should take account of the following recommendation(s):

- where the placing authority does not provide the documentation needed to meet a child's needs, the home must challenge them to produce them (Guide to the Children's Homes Regulations 2.8, page 12)
- the registered person should work with the placing authority to ensure that each child's transition is planned and help each child to prepare for leaving both practically and emotionally, in particular ensure that such transition plans are well documented in writing (Guide to the Children's Homes Regulations 11.9 page 57)

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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