

SC068032

Registered provider: Branas Isaf (holdings) Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care and accommodation for up to six young people who may have a history of sexually harmful behaviours.

The provider offers a therapeutic service and operates a school off-site.

The current manager has applied to register with Ofsted.

Inspection dates: 16 to 17 September 2019

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: improved effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/03/2019	Interim	Improved effectiveness
31/07/2018	Full	Requires improvement to be good
06/11/2017	Full	Requires improvement to be good
23/02/2017	Interim	Sustained 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 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 has the appropriate experience, qualification and skills for the work that the individual is to perform; and 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)(b)(3)(b)(d))	31/10/2019

Recommendations

- Just as in a family home, children should be able to access all shared areas of their home unless there are specific reasons why this would not meet a child's needs. Limits on privacy and access may only be put in place to safeguard each child in the home (regulation 21(c)(i)). Any decisions to limit a child's access to any area of the home and any modifications to the environment of the home, must only be made where this is intended to safeguard the child's welfare. ('Guide to the children's homes regulations including the quality standards', page 15, paragraph 3.10)
- Any home using CCTV or other monitoring equipment should have a written policy describing how this will support the safeguarding and well-being of those living and working in the home in accordance with regulation 24. Homes must gain consent to any monitoring or surveillance by the placing authority in writing at the time of placement. The use of CCTV is regulated by the Protection of Freedoms Act 2012 and the Surveillance Camera Code of Conduct (Home Office

2013). ('Guide to the children's homes regulations including the quality standards', page 16, paragraph 3.16)

This is regarding ensuring that consent is obtained from young people's social workers for the use of bedroom door alarms, and that the use of any monitoring devices is reviewed regularly.

Inspection judgements

Overall experiences and progress of children and young people: good

Young people enjoy living in a comfortable environment. Staff have recently redecorated parts of the home. Where changes have been made, staff have consulted the young people to ensure that their choices and preferences are respected.

Most young people experience well-planned admissions which help them to quickly settle into the home. When young people are ready to move on, staff help to make this move as smooth as possible and to ensure that the young person receives all the help they need.

Young people make progress in their education. At the time of the inspection, all six young people were on full-time college courses. Most young people were engaged in therapeutic work for their harmful behaviours. With ongoing support, young people make substantial emotional progress. Consequently, they are better equipped to manage their emotions.

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, '[the young person] is loving it here. All the staff are approachable, everything is explained to him, and he has clear goals that he understands and is working towards.'

Staff address sensitive issues in well-planned key-work sessions and appropriately challenge young people's behaviours.

An independent advocate attends the home on a monthly basis to meet with the young people and support them to express their wishes and views. Young people have asked for televisions in their bedrooms, which has now been agreed. However, initially this request was refused without any rationale.

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

Most young people make good progress in keeping themselves safe, and they learn how to make good choices. Young people feel safe in the home and appreciate the care and support they receive from the staff.

Staff liaise well with other professionals such as teachers and the police to manage and reduce risks.

Staff keep young people safe and prevent serious incidents occurring. Staff achieve this by understanding the risks that young people face. Staff make sure that young people have clear risk assessments and management plans in place.

Staff use different forms of restrictions and monitoring without a clear explanation of why these are used. For example, young people's bedroom doors have alarms fitted. These are sometimes used before securing the agreement from the young people's social workers.

The effectiveness of leaders and managers: good

Recent changes in management have not affected the care provided to young people. The staff work together to ensure that young people receive good-quality care. The new manager knows the home's strengths and weaknesses and is working hard to improve standards.

The manager gives clear and enthusiastic leadership to the team. She shows attention to detail and is keen to make improvements.

Staff receive regular supervision and feel supported. Staff benefit from a high-quality training programme. This training enables them to meet the needs of the young people and to understand contextual safeguarding and what this means for young people.

Staff enjoy working at the home. They challenge each other and are well supported by their seniors. The staff create a calm and positive atmosphere in the home that helps young people to feel well cared for. However, managers do not always ensure that they follow safe recruitment practice. For example, managers have not picked up the importance of checking staff qualifications and making sure that all references are verified.

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: SC068032

Provision sub-type: Children's home

Registered provider: Branas Isaf (holdings) Limited

Registered provider address: Metropolitan House, 3 Darkes Lane, Potters Bar EN6 1AG

Responsible individual: Kathleen Jones

Registered manager: Sarah Bourne

Inspector

Debbie Holder, social care inspector

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