

Children's homes – Interim inspection

Inspection date	23/02/2017
Unique reference number	SC068032
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	Branas Isaf Personal Development Centre Limited
Registered provider address	5th floor, Metropolitan House, 3 Darkes Lane, Potters Bar, Hertfordshire, EN6 1AG

Responsible individual	Kathleen Jones
Registered manager	Kevin Reade
Inspector	Pete Hylton

Inspection date	23/02/2017
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 judges that it has sustained effectiveness.	
This home was last inspected in November 2016 and was judged to be good. Six requirements were made. These related to: promoting young people's health, behaviour management, young people's privacy, fire safety, supervision of staff and young people's files. A further recommendation was made with reference to the manager's six-monthly reports for improving the home. The provider has met the majority of regulations from the last inspection. Young people's health is now better promoted and the negative effects of smoking are clearly outlined to young people. Similarly, the staff team no longer uses tobacco as an incentive in behaviour management strategies. The provider has ensured that appropriate repairs have been made to fire doors and that there are clear risk assessments in place for the use of bedroom door alarms. However, two regulations remain unmet from the last inspection. The supervision of staff is not fully effective and this is a regulatory failure that has continued from the last inspection. Supervision sessions do not take place monthly for all staff, as required by the organisation's own policies. As a result, staff are not afforded the opportunity to formally discuss their practice and their ideas for improvement, and they are not having their performance regularly reviewed. This has not, to date, negatively affected young people's outcomes. The registered manager has tried to resolve an issue regarding documents that are missing from young people's files. For example, when young people do not have education or healthcare plans, these have been requested from the local authority. However, there have been some delays with this process. As a result, staff may not be working to the most up-to-date plans for the young people's health or educational needs. This has the potential to negatively impact on the outcomes for young people. There has been one incident of a young person going missing since the last inspection. This was a short-lived incident and staff were proactive in following the young person when they left the home. When staff lost sight of the young person, the missing person's procedure was quickly implemented and the young person	

was swiftly located by the police. This quick and decisive response reflects the skill base in the experienced and stable staff team. Young people benefit from a core team of staff, some of whom have worked at the home for many years. Relationships between young people and staff continue to be a key strength of the home. A young person commented, '[Staff] are really good; they are not on your back all the time like in other places.'

One young person has left the home and one young person has arrived since November 2016. Both of these events were planned and managed appropriately. The service offered to young people is clearly reflected in the home's statement of purpose. Furthermore, young people continue to receive therapeutic input from appropriately skilled and qualified individuals. For some young people, this therapy input is supporting them through some transitional periods in their lives. This therapy work is well supported by the staff, who offer emotional and practical support. As a result, young people are enabled to express their individuality in a tolerant and nurturing atmosphere.

Young people continue to be safe, and feel safe, in the home. The staff team has received additional training since the last inspection. Staff members are now more aware of how to respond to bullying and are more alert to potential indicators of radicalisation. Serious incidents are appropriately managed and responded to. It is evident that safeguarding is a priority for all staff and there is a commitment to keeping young people safe from harm.

Regular independent visits, as required by regulation, identify the strengths of the home and areas to develop. These reports are detailed and make clear the strengths and weaknesses of the home. The majority of weaknesses are appropriately actioned, although there have been occasions when this has not happened. For example, staff supervision has been noted as requiring improvement on three successive visits since the last inspection. Insufficient action has been taken to remedy this shortfall. This means that managers are not fully responsive to a critical monitoring tool. As a result, the monitoring and review systems that are in place at the home are not fully effective.

The educational outcomes for young people have deteriorated. Some young people do continue to access educational or vocational provisions, but this number has reduced since the last inspection. When young people are not engaged in school, college or employment, they lack any sense of routine or expectation. As a result, not all young people are fulfilling their potential or making positive strides towards their future career goals.

There has been some good progress since the last inspection. Young people have continued to benefit from positive consultation and have influenced the care that they receive. Improvements to the home environment have been well received by young people, especially the new leisure equipment that is in place. The home continues to be well presented and has ample space in which young people can relax and spend time with their peers. A new bespoke system is now in place to

support young people with their transitions to adulthood. This system also identifies when young people may require further support in developing their skills and meeting their needs. Relationships between staff and young people continue to be positive and this is reflected in positive comments from professionals who work with the home: 'Fantastic provision, really helpful, working hard and working with us'; 'Staff were accommodating, available, polite and informative, with a genuine bond with young people'; and, 'Staff were fabulous, so helpful and happy to help assessment process in any way possible.' A young person commented that the home 'is the best place to be'.

Information about this children's home

This home provides care and accommodation for up to two children who have emotional and/or behavioural difficulties. A private company owns and operates this home.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/11/2016	Full	Good
29/03/2016	Interim	Sustained effectiveness
11/08/2015	Full	Good
05/03/2015	Interim	Sustained effectiveness

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 meet(s) 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
8. The education standard In order to meet the education standard the registered person must ensure that staff— (2)(a) (viii) help a child who is excluded from school, or who is of compulsory school age but not attending school, to access educational and training support throughout the period of exclusion or non-attendance and to return to school as soon as possible.	31/03/2017
13. The leadership and management standard In order to meet the leadership and management standard the registered person must— (2)(h) use monitoring and review systems to make continuous improvements in the quality of care provided in the home.	31/03/2017
The registered person must ensure that all employees receive practice-related supervision by a person with appropriate experience. (Regulation 33(4)(b))	31/03/2017
The registered person must maintain records ('case records') for each child which include the information and documents listed in Schedule 3 in relation to each child. (Regulation 36(1)(a))	31/03/2017

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 that 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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