

SC068032

Registered provider: Branas Isaf (Holdings) Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private organisation. It provides care for up to seven children who may exhibit complex behaviours due to adverse childhood experiences.

The registered manager post has been vacant since August 2023. A new manager is in post and has made an application to register.

Inspection dates: 23 and 24 January 2024

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 7 February 2023

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/02/2023	Full	Outstanding
10/08/2021	Full	Good
11/03/2020	Interim	Sustained effectiveness
16/09/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, one child has moved out of the home and two children have moved in to the home. Children benefit from well-planned moves. When children move from the home, they are provided with a special graduation ceremony to celebrate their time in the home and their achievements.

Children enjoy spending time with the staff. Relationships between children and staff are caring and natural. One child said that they felt really cared for and that the staff have supported them. The caring approach of staff helps children to feel that they belong.

Staff have a good understanding of children's individual health needs. Children are provided with individualised support that includes support with healthy eating. Staff help children to develop a good understanding of their own health needs through regular key-work sessions. Good communication between the staff and external health professionals ensures that children's health needs are appropriately met.

Staff support children to grow their independence skills. Children have personalised plans to aid their development in areas such as budgeting, cooking, shopping, and sourcing employment. Children said how much they value their plans, and how these support their journey to independence.

Children are helped to make progress with their learning. One child had struggled to engage with education. However, the consistent approach of staff and regular discussions have helped the child to explore their employment and education options. As a result, this child now has clear aspirations regarding their future career. Regular communication with education professionals ensures a collaborative understanding of the children's needs.

The lounge and games rooms are homely. Children's bedrooms are decorated to their tastes. However, there are areas of the home environment that require redecoration and a deep clean.

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

When complaints have arisen, the manager has responded promptly and appropriately. The manager ensures that when children complain they are kept updated on the progress of their complaint and that clear timescales are set for children to receive a response. As a result, children feel that they are being listened to when they share concerns.

Children feel comfortable and view the home as a safe place for them to be. As a result, there have been no missing incidents. There are clear missing-from-care

protocols and staff are aware of the action to take should a child go missing from the home.

When allegations are raised by children, managers ensure that appropriate action is taken. External agencies and professionals are consulted, and timely inquiries are conducted. In addition, restorative work has been undertaken between children and staff to help to rebuild their relationships.

Children are spoken to about the consequences of poor behaviour. This helps them to understand expectations and reflect on how they behave. When a consequence is given it is relevant to the child's actions. However, the manager does not record that he has reviewed the consequences. This means that it is not clear if the consequences used are effective.

Staff do not always respond to children's behaviour in line with their plans. On two occasions, staff did not follow the behaviour management plan of one child. Staff did not respond using the PACE model of care or the calming techniques identified. As a result of staff not following the child's agreed plan, the child's behaviour escalated, leading to the child being held. Following these incidents, the manager has worked with the therapist and the staff to enhance staff's understanding of how to support the child effectively.

The effectiveness of leaders and managers: good

A new manager has been appointed since the last inspection. The new manager has a clear vision of how he intends to ensure that children are provided with a safe and stable home.

The manager has formed positive working relationships with external professionals. The manager works closely with a local college, the police, and children's social workers. One social worker said, 'I have been impressed with how the manager has taken time to know my child and they have undertaken some really positive key-working sessions with them.'

Staff receive regular supervision from the manager. Staff feel supported and able to discuss concerns. The manager uses supervision as an opportunity to develop the skills and knowledge of staff.

The manager has effective monitoring systems which include the monitoring of key performance indicators. This helps the manager to have good oversight of the quality of children's care. In addition, the responsible also completes regular audits. This ensures that shortfalls are quickly and easily remedied.

Recruitment practice is safe. The responsible individual has added an additional stage to the recruitment process. This entails a second verbal verification being carried out by the manager following the check by human resources. As a result, there is added assurance that staff are safe to work with children.

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health. (Regulation 12 (1) (2)(a)(v)(d)) In particular, the manager should ensure that staff understand their roles and responsibilities relating to reducing the risk of physical intervention. Also, the manager should ensure that all actions are completed in a timely manner from the legionella risk assessment.	28 February 2024

Recommendations

- Records of restraint must be kept and should enable the registered person and staff to review the use of control, discipline, and restraint to identify effective practice and respond promptly where any issues or trends of concern emerge. The review should provide the opportunity for amending practice to ensure that it meets the needs of each child. ('Guide to the Children's Homes Regulations, including the quality standards', page 49, paragraph 9.59)
- For children's homes to be nurturing and supportive environments that meet the needs of their children, they will, in most cases, be homely, domestic environments. Children's homes must comply with relevant health and safety legislations (alarms, food hygiene etc.); however in doing so, homes should seek as far as possible to maintain a domestic rather than 'institutional' impression.

(‘Guide to the Children’s Homes Regulations, including the quality standards’, page 15, paragraph 3.9)

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, 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) Ltd

Registered provider address: 5th Floor, Metropolitan House, 3 Darkes Lane,
POTTERS BAR, Hertfordshire EN6 1AG

Responsible individual: Kathleen Jones

Registered manager: Post vacant

Inspector

Chanel Bryant, Social Care Inspector

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