

SC490365

Bayis Sheli Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

A private limited company with charitable status provides this service. The home may accommodate up to eight children who may have a physical and/or learning disability. This includes up to four children under short-break arrangements and up to four children permanently. The home's statement of purpose emphasises meeting the needs of Jewish children, in ways which are consistent with their culture and faith.

Inspection date: 2 October 2017

This monitoring visit

This monitoring visit was carried out under the Care Standards Act 2000 in response to information that was shared with Ofsted on 20 September 2017. The information raised concerns about some aspects of this children's home's leadership and management and safeguarding children and young people. The visit was carried out to consider how well this children's home complies with the Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'.

The visit had a particular focus on three areas relating to the main concerns that were shared with Ofsted:

- quality of the behaviour management practices in the home
- management of allegations against staff members
- deployment of staff.

During the visit, the registered manager, the deputy manager and a young person contributed their views. A range of records were reviewed, including the children's home's log, staff duty rosters, shift-handover sheets, staff supervision, staff training and the records of the current staff disciplinary investigation. The inspector also undertook a full audit of the behaviour control measures and all the information contained in one child's file.

The main outcome of this visit is that the home is not run consistently with the Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'. The visit identified six breaches of regulations.

All shortfalls relate to the monitoring of the quality of the provision internally and sharing information with relevant agencies so that they can contribute to the external monitoring of this service. These weaknesses increase the risk of children receiving a service that is not quality assured appropriately. However, no negative impact has been caused to children and young people as a result of the non-compliance with legislation. A young person who contributed to this inspection was very positive about the home. The case notes for another child indicated that they received individualised care and were making good progress in terms of their experiences and behaviours. Other information indicated that the other children and young people are settled and doing well.

The registered manager has recently developed a new system for monitoring the records of physical interventions. The new system for keeping central records of significant events has not been implemented fully. Some records have not been signed off and entered into any of the logs.

Behaviour management practices are effective in promoting children's and young people's more constructive behaviours. Staff follow clear and up-to-date individual behaviour and risk management plans. All staff who used a physical intervention since the last inspection had received appropriate training. The records show that the staff used physical interventions effectively to safeguard the children involved or others around them. However, leaders and managers have not always shared information about significant incidents with the placing authority. This has a negative impact on the placing authority's ability to monitor placements.

A month ago, the registered manager identified that the staff could have better managed an incident that involved a physical intervention. For example, it was not necessary for three staff to get involved in restraining this child. The registered manager arranged for update training to take place on 19 October 2017. However, no records were available to show that the registered manager took any other actions to support better staff practice in relation to managing challenging behaviours. None of the staff members involved had received a formal supervision in recent months. One of the staff members involved had not had any supervision meetings since April 2017.

The registered person has failed to share information with the officer for safeguarding and Ofsted about allegations and concerns about some staff members' behaviours and conduct. The records of allegations describe the staff members having an argument and that this was witnessed by children and young people. One staff member then left the home without first ensuring that appropriate staffing cover was in place. Appropriate staffing levels were restored in less than four hours. The remaining staff managed the situation well and there has been no negative

impact on the children and young people. The registered persons have taken legal advice and are following an appropriate disciplinary procedure. The registered persons recognised the seriousness of the impact of the staff member's behaviour on safeguarding children and young people. However, they have failed to inform relevant agencies about it.

Records of the staff duty roster evidence that staffing levels are maintained at an appropriately high level in line with the children's and young people's complex needs. The rotas ensure that staff of both gender and the staff who are able to meet specific religious requirements of children and young people are on duty. The orthodox Jewish staff have received explicit confirmation that safeguarding children and young people overrides any other religious rule and custom. Information on shift sheets indicates that staff duties are organised efficiently.

An independent organisation monitors this children's home in line with regulations. However, monthly monitoring reports are not sent to Ofsted in a timely manner. Ofsted is still to receive reports for the months of July 2017 and August 2017. Not providing Ofsted with notifications of significant events and monitoring reports undermines Ofsted's function to monitor the children's home in-between inspections.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
22/06/2017	Full	Good
13/09/2016	Full	Requires improvement
22/06/2016	Full	Inadequate
22/03/2016	Interim	Not judged

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
Engaging with the wider system to ensure children's needs are met In meeting the quality standards, the registered person must, and must ensure that staff— seek to involve each child's placing authority effectively in the child's care, in accordance with the child's relevant plans. (Regulation 5 (a)) In particular, keep the child's placing authority informed of any significant incidents, such as staff restraining the child.	01/12/2017
The leadership and management standard In particular, the standard in paragraph (1) requires the registered person to— use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (2) (h)) In particular, improve the monitoring of the records of physical interventions and ensure better quality behaviour management practice.	01/12/2017
Employment of staff The registered person must ensure that all employees— receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4) (b))	01/12/2017
Policies for the protection of children The child protection procedure to be followed in the event of an allegation of abuse or neglect must, in particular— provide for the prompt referral of an allegation about current or ongoing abuse or neglect in relation to a child to the placing authority and, if different, the local authority in whose area the home is located. (Regulation 34 (2) (b)) In particular, ensure that contact is made with the local	01/12/2017

authority designated officer for safeguarding when staff members are suspended from their duties due to safeguarding concerns.	
Notification of a serious event The registered person must notify HMCI and each other relevant person without delay if— there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4) (e)) In particular, the registered person must review their threshold for what they consider to be a serious event.	01/12/2017
Independent person: visits and reports The independent person must provide a copy of the independent person's report to— HMCI. (Regulation 44 (7) (a))	01/12/2017

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: SC490365

Provision sub-type: Children's home

Registered provider: Bayis Sheli Limited

Registered provider address: New Burlington House, 1075 Finchley Road,
London NW11 0PU

Responsible individual: Jacob Sorotzkin

Registered manager: Philip Craig

Inspector

Seka Graovac: social care inspector

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