

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's statement of purpose emphasises meeting the needs of Jewish children in ways which are consistent with their culture and faith. The home provides care for up to eight children who may have a range of physical and/or learning disabilities and communication difficulties. The home accommodates up to four children under short-break arrangements and up to four children permanently.

The registered manager has been registered since 21 June 2018.

Inspection date: 15 February 2019

This monitoring visit

This visit was undertaken in response to specific concerns that were shared with Ofsted. These concerns related to: the effectiveness of the leadership and management to safeguard young people, behaviour management, physical interventions and the restriction of liberty.

The inspector viewed case records for a small sample of young people. This included behaviour management plans and risk assessments. The inspector also interviewed the managers of the home, a number of staff and spoke to the placing social worker for two young people.

The home's staff understand and comply with legislation and guidance relating to the restriction of liberty. The registered manager of the home investigates concerns relating to the safety and well-being of young people. She works effectively in partnership with placing authority social workers and parents to ensure that young people are safe.

Staff are provided with clear guidance to help them understand the needs of young people and how to manage their behaviour. Individual behaviour management plans are informed by child and adolescent mental health services. They clearly identify

triggers for young people's challenging behaviours and specify a range of positive strategies to prevent incidents from escalating and to manage them safely. However, in one example, staff did not have a shared understanding of how to support a young person in his room, which was used as a safe space when he became distressed. For example, it was not clear if staff were required to sit in the room with him or if his door should remain open or closed. This runs the risk that interventions to manage behaviour could be unduly restrictive.

The registered manager of the home and senior staff reported that physical intervention is used in the home. The daily records for one young person describe how staff guided him to his room. It is apparent that on some occasions, a degree of force was required to guide this young person and therefore these occasions should have been recorded as physical interventions. There was no evidence to suggest that young people are unlawfully or unnecessarily restrained.

In most cases, daily logs give a clear picture of events and experiences of each young person. However, on some occasions, daily logs were not completed and in one instance, there were conflicting accounts of events in the waking night log and the daily running log. These inconsistencies may hinder the registered manager's ability to monitor events or investigate concerns.

Staff are resilient, caring and highly motivated. They provide warm and nurturing care to young people. Staff frequently must manage challenging behaviours and, in some instances, staff have been subjected to physical assaults from young people. Several of these incidents were not recorded using the home's incident reporting system. This creates a risk that such behaviours are viewed as normal and that staff miss the opportunity to learn from incidents, to reflect on their practice or to receive the appropriate support from managers.

A placing social worker commented positively about the standards of care provided to young people. She described how one young person has made excellent progress and has significantly reduced their harmful behaviours. She feels that the provider works effectively in partnership with the local authority and keeps her informed of significant events.

The registered manager of the home is ambitious and sets high standards. She is currently taking steps to introduce an electronic recording system to improve record-keeping and to enable her to monitor records more effectively.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/08/2018	Full	Good
02/01/2018	Interim	Declined in effectiveness
22/06/2017	Full	Good
13/09/2016	Full	Requires improvement

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
Behaviour management policies and records The registered person must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the name of the child; details of the child's behaviour leading to the use of the measure; the date, time and location of the use of the measure; a description of the measure and its duration; details of any methods used or steps taken to avoid the need to use the measure; the name of the person who used the measure ("the user"), and of any other person present when the measure was used; the effectiveness and any consequences of the use of the measure; and a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure; within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")— has spoken to the user about the measure; and has signed the record to confirm it is accurate; and within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. Paragraph (3) does not apply in relation to restraint that is planned or provided for as a matter of routine in the child's EHC plan or statement of special educational needs. (Regulation 35(3)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(b)(i)(ii)(c)(4))	14/04/2019

Recommendations

- Staff supervision must enable staff to reflect and act upon how their own feelings and behaviour may be affected by the behaviour of the children they care for. ('Guide to the children's homes regulations including the quality standards', page 39, paragraph 8.15)

This is with particular reference to ensuring that incidents are recorded, monitored and that staff are suitably debriefed.

- Staff should understand factors that affect children's motivation to behave in a socially acceptable way. Staff should encourage an enthusiasm for positive behaviour through the use of positive behaviour strategies in line with the child's relevant plans. ('Guide to the children's homes regulations including the quality standards', page 39, paragraph 8.13)
- The registered person is responsible for ensuring that all staff consistently follow the home's policies and procedures for the benefit of the children in the home's care. ('Guide to the children's homes regulations including the quality standards', page 54, paragraph 10.20)

In particular, staff should consistently complete accurate daily records to reflect relevant events and to describe the child's experience of care.

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: Shilpi Bhatia

Inspector

Lee Kirwin, social care inspector

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