

2484180

Registered provider: Bryn Melyn Care Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is operated by a private company. It is registered to provide care and accommodation for young people who exhibit complex behaviours because of their childhood experiences. The home provides care for up to four young people. It was registered by Ofsted in October 2018.

The home is without a registered manager. The current acting manager has made an application to Ofsted to register and this is being processed. She holds a level 5 qualification in leadership and management.

Inspection dates: 16 to 17 April 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: This is the first inspection since the home was registered.

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
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This is the home's first inspection		
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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 ensure that— 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. (Regulation 35(3)(b)(i)(ii)(c))	31/05/2019

Inspection judgements

Overall experiences and progress of children and young people: good

Children develop positive relationships with staff. They also develop a sense of belonging in the home and local community.

Children attend education and make good progress with their learning. Staff promote the importance of academic success. When necessary, they support children in school until the children can manage the environment on their own.

Staff understand the importance for children of maintaining positive contact with family and forming long-term friendships with peers. They encourage participation in social groups, and children currently enjoy attending Cubs and swimming lessons.

Staff support children to achieve age-appropriate goals towards independence. They do this through play and fun activities in and around the home, such as cooking and gardening. Staff also set expectations for tasks that children undertake, such as keeping their bedrooms tidy and bringing their laundry downstairs.

The manager has introduced a weekly tombola reward in recognition of children's achievements. This creative strategy motivates children to do well.

The home is welcoming and reflects the wishes and interests of the children living there. For example, children and staff are planting seeds to create a vegetable patch and for a sunflower competition.

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

In March 2019, there were safeguarding concerns that were not appropriately managed by the staff on duty. As a result, Ofsted undertook a monitoring visit and made three requirements. At the time of this inspection, all three requirements have been met.

The responsible individual and manager appropriately referred the safeguarding concerns and effectively worked in partnership with the children's local authorities and the local authority safeguarding team. Staff remain suspended pending ongoing internal investigations into the concerns. Staff disciplinary procedures will be followed, if necessary.

Children do not go missing from the home, and there have been no complaints. Children are clear about their rights to raise any worries or concerns. Key-worker sessions are successfully used to discuss risks and personal safety. For example, staff used one session to watch a video with a child to help them understand the importance of wearing seatbelts to travel safely in a car.

Staff ensure that they provide children with clear boundaries and positive responses. This consistent parenting is having an increasingly positive affect on children's ability to self-regulate. As a result, the need for staff to physically intervene to keep children safe has reduced.

Although there are clear records of conversations between staff and children when physical interventions and consequences have been used, these conversations are not always taking place within the required timescales. This fails to ensure that the records of incidents match what staff and children report having happened.

The effectiveness of leaders and managers: good

Over the last month, the responsible individual and manager have undertaken significant work to ensure that the staff team has the experience and qualifications to meet the needs of younger children. They have restructured and strengthened the team. A new, very experienced deputy has started in post. He will shortly be joined by a second deputy and additional experienced senior. Staff induction and training have been reviewed and additional training provided to the whole team. This additional training will now be provided to all new staff when they join the home.

Staff feel well supported by the very child-focused manager. They attend regular staff meetings and supervision sessions. Staff are motivated by the manager, who is always looking at ways to improve and develop them and the outcomes for the children.

The manager has good working relationships with partner agencies to ensure that

children receive coordinated care. Effective monitoring systems capture children's progress and ensure that documentation is up to date. This allows the manager to understand the strengths in the home and the areas that require further development.

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: 2484180

Provision sub-type: Children's home

Registered provider: Bryn Melyn Care Limited

Registered provider address: Edward James House, Hadley, Telford TF1 6QJ

Responsible individual: Wayne Price

Registered manager: Post vacant

Inspector

Dawn Bennett, social care inspector

Louise Whittle, social care inspector

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