

Children's homes - interim inspection

Inspection date	12/12/2016
Unique reference number	SC372611
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	Bryn Melyn Care
Registered provider address	Bryn Melyn Care Limited, Edward James House, Hadley Park East, TELFORD, TF1 6QJ

Responsible individual	James Flanagan
Registered manager	Margaret Bester
Inspector	Dawn Bennett

Inspection date	12/12/2016
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 judge that it has declined in effectiveness.	
Young people's outcomes and the quality of care they receive is not consistently good. There have been some changes to the young people living at the home since the last Ofsted inspection. One young person successfully moved on to an adult placement. She further developed independence skills and a good knowledge of the area she was moving to with the support of staff. Two other young people left the home with unplanned endings. One chose not to return after family contact and the placing authority gave notice on the placement. The other went missing from the home after stealing money from the office. The organisation gave notice on his placement. There is currently one young person living at the home. He has recently moved into the home and is living on his own. Staff have successfully supported him to move in. He feels welcomed and settled. The young person stated: 'Moving into this home has been a positive experience. Staff have been very supportive and are great fun. Compared to my previous children's home staff make more time for me and listen to me.' Young people benefit from a comfortable home environment which is well organised, clean and comfortable. They have their own bedrooms, which can be decorated and personalise to their own tastes. However, staff have not supported the young person currently living at the home to take ownership of his bedroom and it is bare and not personalised. Staff have a clear understanding of how to manage any safeguarding allegations. They receive regular safeguarding training which includes a range of topics including children who go missing from home and awareness raising in relation to child sexual exploitation. Staff fail to safeguard young people's and the home's money. A young person accessed confidential information and young people's and the home's money. When this was identified it was appropriately referred to placing authorities and the police. An internal investigation was also undertaken by the registered manager and an emergency staff meeting took place to reflect on practice and introduce	

new procedures. However, staff failed to follow these new procedures and a second incident took place which enabled a young person to steal more money from the home's office and go missing from care. On the day of the inspection it was found that staff were still not following procedures to secure money and safeguard young people and the home.

Staff do not have the information they require to make informed professional judgements on individual young person's needs. Inform relating to safeguarding concerns is not gathered at the point of a young person's placement. Staff do not have access to referral information or minutes of placement planning meetings. Risk assessments and behaviour management plans contain inconsistent information on safeguarding risks. Steps in place to manage any assessed risk on a day to day basis are not prescriptive. This does not support staff to keep the young person, themselves and others safe.

Young people are not supported by the organisation's registered school to quickly access full time education. There is often a delay in their induction and start date. There is then a phased introduction even if the young person has previously been in full-time education. During this period the school's staff do not provide staff with additional work during the reduction timetable to ensure the young person is supported to sustain or regain confidence in education and be engaged in suitable structured activities.

At the last inspection one requirements and one recommendation were made. Both have been met.

The responsible individual has just appointed a new manager to this service. She is undertaking the organisation's induction and receiving a handover from the existing registered manager of the home. This appointment means the home will have an exclusive registered manager who does not manage any other homes. She will be able to focus developing staff practice and stabilising young people so they can achieve consistently good outcomes.

Information about this children's home

This home is registered for two children and young people with emotional and/or behavioural difficulties. It is owned and managed by a private company.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/05/2016	Full	Good
25/01/2016	Interim	Declined in effectiveness
28/05/2015	Full	Good
26/01/2015	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 meets 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
12. The protection of children standard: In order to meet the protection of children standard 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 (2) (a) that staff (i) assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; (ii) help each child to understand how to keep safe; (ii) have the skills to identify and act upon signs that a child is at risk of harm; (iv) manage relationships between children to prevent them from harming each other; (v) understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person. (b) that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. This specifically relates to Staff following procedures to keep confidential information and money safe. Young people's risk assessments and behaviour management plans being well informed by detailed and consistent information.	31/01/2017
8. The education standard: In order to meet the education standard that children make measurable progress towards achieving their educational potential and are helped to do so. In particular, the standard in paragraph (1) requires the registered person to ensure	31/01/2017

(2) (a) that staff (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.	
14. The care planning standard: In order to meet the care planning standard that children receive well planned care from the home and have a positive experience of admissions and transition processes. In particular, the standard in paragraph (1) requires the registered person to ensure (2) (a) that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care, as set out in the home's statement of purpose; (c) that each child's relevant plans are followed.	31/01/2017

Recommendations

To improve the quality and standards of care further the service should take account of the following recommendation(s):

- Children should be provided with appropriate furniture, such as a lockable cabinet or drawers to securely store personal items, including any personal information. Children should have separate bedrooms and should not share a bedroom with an adult. It may be appropriate for siblings of the same sex to share. Children should be given a choice about how their personal space is decorated in accordance with regulation 7(2) (a) (i)

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 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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