

Inspection report for children's home

Unique reference number	SC372611
Inspector	David Morgan
Type of inspection	Interim
Provision subtype	Children's home

Registered person	Bryn Melyn Care Limited
Registered person address	2 High Street Dawley Telford Shropshire TF4 2ET

Responsible individual	Melissa Johnson
Registered manager	John Derek Locke
Date of last inspection	03/06/2014

Inspection date	26/01/2015
Previous inspection	good
Enforcement action since last inspection	There has been no enforcement action since the last inspection.

This inspection

This home was judged good at the last full inspection. At this interim inspection Ofsted judge that it has **sustained effectiveness**.

This home was judged good at the last full inspection. At this interim inspection Ofsted judge that it has sustained effectiveness.

At the last inspection this service was operating at a good standard. This inspection finds that there is sustained effectiveness at a good level. A requirement is made to ensure that monitoring reports are sent promptly to Ofsted and a recommendation to include the views of children in staff appraisals. These shortfalls have minimal effect on children.

The resident group has not altered since the last inspection. Children feel safe in the home and with staff. They comment that 'it's alright' but this understates the effective relationships they have developed with staff. The progress that children make is compromised somewhat by negative behaviours although the frequency of these is reducing. Nevertheless, children take advantage of the wide-ranging opportunities on offer, which have recently included taking-up a new musical instrument, having more free time, and playing ice-hockey. These provide children with new skills as well as social opportunities.

Children fully understand that their education is a priority. Some enjoy maintaining high levels of attendance at school. For others, constructive alternative programmes such as vocational courses are used to engage them more effectively. During the inspection one child was undertaking an on-line course at home in order to support applications for part-time employment.

The staff team has been through a period of change that is now almost resolved. Several new members of staff have recently joined the team, two of whom are

unqualified. The number of agency staff has reduced to a minimal level so that children now benefit from a consistent team of staff. This is essential to their progress. Arrangements are now in place to provide additional staff hours to allow sufficient time for administration. Office-based tasks are incomplete in several areas but this has minimal impact on children. The supervision of staff has recently begun occurring again at regular intervals and appraisals are planned. Consultation with children occurs regularly but does not contribute to accurate assessments of staff members' progress.

Careful consideration is given to the changing needs of children. Adaptations are regularly made to their care programmes often after consultation with colleagues from other agencies. This means that children experience success and are supported to move forward. Any changes to care plans take into account the risks that children face. Recent improvements mean that this is a more accurate exercise that assesses risk-levels more objectively. This is an important contribution to the safe management of children. Improvements are also underway to the procedure for the assessment of new children.

Improvements have been made to the property since the last inspection, which is presented to a high standard internally and externally. Children benefit from new furnishings and fittings, carpets and decoration. Fire safety precautions have also been improved through the installation of better fire doors.

Children continue to place themselves at some risk. Staff take appropriate preventative and reactive steps to avoid and minimise incidents. This is often through close liaison with social workers, parents, and the police, as necessary. The team also benefit from clinical advice. In line with the therapeutic aims of the service, few physical interventions occur. Occasions when children are absent without permission are usually low risk and are carefully monitored. Negative incidents are gradually reducing, which is further evidence of children's progress.

The last inspection made four recommendations. These have been addressed and as a result there is clear evidence on site of safe recruitment occurring of new staff. Social diversity is promoted albeit in a fragmented way. Consideration is being given to consolidating this practice. The manager is clear about the ways in which he wishes to continue improving the service and this is increasingly well described in monitoring reports and notifications. Monitoring reports by the independent visitor are occurring on time but are not being forwarded promptly. This reduces the ability of Ofsted to monitor the service. In other regards, the monitoring of the service is effective and is contributing well to its improvement. Another recent and significant improvement has been to the storage of information. This means that the electronic storage of information about staff and children on lap-top and other computers is secure.

This home was judged good at the last full inspection. At this interim inspection Ofsted judge that it has sustained effectiveness.

At the last inspection this service was operating at a good standard. This inspection finds that there is sustained effectiveness at a good level. A requirement is made to ensure that monitoring reports are sent promptly to Ofsted and a recommendation to include the views of children in staff appraisals. These shortfalls have minimal effect on children.

The resident group has not altered since the last inspection. Children feel safe in the home and with staff. They comment that 'it's alright' but this understates the effective relationships they have developed with staff. The progress that children make is compromised somewhat by negative behaviours although the frequency of these is reducing. Nevertheless, children take advantage of the wide-ranging opportunities on offer, which have recently included taking-up a new musical instrument, having more free time, and playing ice-hockey. These provide children with new skills as well as social opportunities.

Children fully understand that their education is a priority. Some enjoy maintaining high levels of attendance at school. For others, constructive alternative programmes such as vocational courses are used to engage them more effectively. During the inspection one child was undertaking an on-line course at home in order to support applications for part-time employment.

The staff team has been through a period of change that is now almost resolved. Several new members of staff have recently joined the team, two of whom are unqualified. The number of agency staff has reduced to a minimal level so that children now benefit from a consistent team of staff. This is essential to their progress. Arrangements are now in place to provide additional staff hours to allow sufficient time for administration. Office-based tasks are incomplete in several areas but this has minimal impact on children. The supervision of staff has recently begun occurring again at regular intervals and appraisals are planned. Consultation with children occurs regularly but does not contribute to accurate assessments of staff members' progress.

Careful consideration is given to the changing needs of children. Adaptations are regularly made to their care programmes often after consultation with colleagues from other agencies. This means that children experience success and are supported to move forward. Any changes to care plans take into account the risks that children face. Recent improvements mean that this is a more accurate exercise that assesses risk-levels more objectively. This is an important contribution to the safe management of children. Improvements are also underway to the procedure for the assessment of new children.

Improvements have been made to the property since the last inspection, which is presented to a high standard internally and externally. Children benefit from new furnishings and fittings, carpets and decoration. Fire safety precautions have also

been improved through the installation of better fire doors.

Children continue to place themselves at some risk. Staff take appropriate preventative and reactive steps to avoid and minimise incidents. This is often through close liaison with social workers, parents, and the police, as necessary. The team also benefit from clinical advice. In line with the therapeutic aims of the service, few physical interventions occur. Occasions when children are absent without permission are usually low risk and are carefully monitored. Negative incidents are gradually reducing, which is further evidence of children's progress.

The last inspection made four recommendations. These have been addressed and as a result there is clear evidence on site of safe recruitment occurring of new staff. Social diversity is promoted albeit in a fragmented way. Consideration is being given to consolidating this practice. The manager is clear about the ways in which he wishes to continue improving the service and this is increasingly well described in monitoring reports and notifications. Monitoring reports by the independent visitor are occurring on time but are not being forwarded promptly. This reduces the ability of Ofsted to monitor the service. In other regards, the monitoring of the service is effective and is contributing well to its improvement. Another recent and significant improvement has been to the storage of information. This means that the electronic storage of information about staff and children on lap-top and other computers is secure.

This home was judged good at the last full inspection. At this interim inspection Ofsted judge that it has sustained effectiveness.

At the last inspection this service was operating at a good standard. This inspection finds that there is sustained effectiveness at a good level. A requirement is made to ensure that monitoring reports are sent promptly to Ofsted and a recommendation to include the views of children in staff appraisals. These shortfalls have minimal effect on children.

The resident group has not altered since the last inspection. Children feel safe in the home and with staff. They comment that 'it's alright' but this understates the effective relationships they have developed with staff. The progress that children make is compromised somewhat by negative behaviours although the frequency of these is reducing. Nevertheless, children take advantage of the wide-ranging opportunities on offer, which have recently included taking-up a new musical instrument, having more free time, and playing ice-hockey. These provide children with new skills as well as social opportunities.

Children fully understand that their education is a priority. Some enjoy maintaining high levels of attendance at school. For others, constructive alternative programmes such as vocational courses are used to engage them more effectively. During the inspection one child was undertaking an on-line course at home in order to support

applications for part-time employment.

The staff team has been through a period of change that is now almost resolved. Several new members of staff have recently joined the team, two of whom are unqualified. The number of agency staff has reduced to a minimal level so that children now benefit from a consistent team of staff. This is essential to their progress. Arrangements are now in place to provide additional staff hours to allow sufficient time for administration. Office-based tasks are incomplete in several areas but this has minimal impact on children. The supervision of staff has recently begun occurring again at regular intervals and appraisals are planned. Consultation with children occurs regularly but does not contribute to accurate assessments of staff members' progress.

Careful consideration is given to the changing needs of children. Adaptations are regularly made to their care programmes often after consultation with colleagues from other agencies. This means that children experience success and are supported to move forward. Any changes to care plans take into account the risks that children face. Recent improvements mean that this is a more accurate exercise that assesses risk-levels more objectively. This is an important contribution to the safe management of children. Improvements are also underway to the procedure for the assessment of new children.

Improvements have been made to the property since the last inspection, which is presented to a high standard internally and externally. Children benefit from new furnishings and fittings, carpets and decoration. Fire safety precautions have also been improved through the installation of better fire doors.

Children continue to place themselves at some risk. Staff take appropriate preventative and reactive steps to avoid and minimise incidents. This is often through close liaison with social workers, parents, and the police, as necessary. The team also benefit from clinical advice. In line with the therapeutic aims of the service, few physical interventions occur. Occasions when children are absent without permission are usually low risk and are carefully monitored. Negative incidents are gradually reducing, which is further evidence of children's progress.

The last inspection made four recommendations. These have been addressed and as a result there is clear evidence on site of safe recruitment occurring of new staff. Social diversity is promoted albeit in a fragmented way. Consideration is being given to consolidating this practice. The manager is clear about the ways in which he wishes to continue improving the service and this is increasingly well described in monitoring reports and notifications. Monitoring reports by the independent visitor are occurring on time but are not being forwarded promptly. This reduces the ability of Ofsted to monitor the service. In other regards, the monitoring of the service is effective and is contributing well to its improvement. Another recent and significant improvement has been to the storage of information. This means that the electronic storage of information about staff and children on lap-top and other computers is

secure.

Information about this children's home

This privately operated children's home is registered to provide care and accommodation for up to two young people with emotional and behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/06/2014	Full	good
24/01/2014	Interim	inadequate progress
15/05/2013	Full	good
14/02/2013	Interim	inadequate progress

What does the children's home need to do to improve further?

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 Regulations 2001 and the National Minimum Standards. The registered person(s) must comply with the given timescales.

Reg.	Requirement	Due date
33 (2001)	ensure the independent person produces a written report about a visit and provides a copy of the report to HMCI. This is also with regard to submission occurring within a month of completion (Regulation 33(9)a)	02/03/2015

Recommendations

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

- ensure all staff have their performance individually and formally appraised at least annually and this appraisal takes into account any views of children the service is provided for. (NMS 19.6)

What inspection judgements mean

At the interim inspections 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

The purpose of this inspection is to assure children and young people, parents, the public, local authorities and government of the quality and standard of the service provided. The 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 relevant regulations and meets the national minimum standards.

The report details the main strengths, any areas for improvement, including any breaches of regulation, and any failure to meet national minimum standards. The judgements included in the report are made against the framework of inspection for children's homes.