

SC372617

Registered provider: Bryn Melyn Care Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The service is owned by a private company. The home is registered to accommodate one child. Children come to live at the home as a result of family or placement breakdowns. Some children have particular difficulties that make their situation very difficult. They may choose not to live in a family setting. Some children have experienced abuse.

The registered manager of this home has been in post since 2010. She holds a national vocational qualification at level 4 in care and management, and a therapeutic childcare degree. She also manages another home located close by.

Inspection dates: 4 to 5 July 2018

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 19 September 2017

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/09/2017	Full	Outstanding
23/02/2017	Interim	Improved effectiveness
08/06/2016	Full	Outstanding
11/03/2016	Interim	Sustained effectiveness

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The young person continues to make outstanding progress in all areas of his life. He has recently completed his A-level exams and has been accepted into the Royal Navy at a higher level than he originally applied for.

He has become an independent and capable individual with a clear career path. He is able to identify his strengths and work on areas that he needs to develop. For example, he organised swimming lessons prior to his fitness test with the Royal Navy to strengthen his stroke. He then attended HMS Collingwood for four days and successfully completed the Royal Navy fitness test.

He is exceptionally well supported by a dedicated team of staff who champion and celebrate his aspirations. For example, the staff recently found a guide to enable him, as well as a member of the team, to complete the final mountain climb up Scafell Pike in their three-peaks hiking challenge.

The young person continues to develop his emotional resilience. He has successfully balanced part-time employment with college work. He has also proactively managed an unexpected delay in joining the Royal Navy. He has put a 'plan B' in place to make the best use of his time and is currently undergoing interviews for work while following a fitness programme.

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

The young person confidently assesses risk and keeps himself safe. The staff team supports him to flourish by providing excellent, age-appropriate support. Staff expertly balance the need to keep the young person safe, while promoting his independence and supporting the decisions that he chooses to make.

The young person actively influences the service that he receives and his future goals. He is clear about his rights and has strong views on issues such as personal privacy. He is fully involved in the decisions affecting his life, his safety, the home and his future.

Staff have an excellent insight into the young person's emotions and how they impact on his well-being and responses. Staff react calmly to any challenges, allowing the young person time and space to make sense of his emotions.

The young person and staff have developed clear, effective systems to ensure regular communication while he is out of the home. This provides everyone with discrete reassurances. The young person and staff are well informed about risk and how to stay safe through education, research and discussions with each other.

There have been no physical interventions, consequences, complaints, safeguarding concerns or incidents of missing from home for a significant period. This is testament to the exceptional progress that the young person continues to make, and the support that he receives.

The effectiveness of leaders and managers: outstanding

Staff induction, training and practice is based on therapeutic and attachment models. A therapist works alongside the registered manager and staff team and attends all team meetings. This ensure that practice is reflective and innovative, and that strategies are based on theory and research.

The registered manager is inspirational and ambitious in her vision for the service. She has implemented highly effective monitoring systems. These continue to drive improvements in the quality of care that the young person receives.

The young person is supported and enabled to achieve his aspirations by a stable, dedicated staff team. Staff are experienced and suitably qualified. They ensure that their practice is focused on what is the best for the young person. More recently, staff have worked extra hours to cover a full-time vacancy. This is to make sure that, in the final months of his time at the home, the young person is being looked after by familiar carers.

The staff team works in partnership with all professionals. As a result, feedback is very positive. One social care professional stated, 'This staff team's strength is how it solves problems. Staff have real stickability.'

The young person's records continue to be extremely detailed and present an excellent overall picture of his experiences and progress. Record-keeping is done discreetly at the young person's request. Files are maintained to a very high standard, and information is well organised.

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: SC372617

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: Justine Staples

Inspector

Dawn Bennett, social care inspector

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