

SC397092

Registered provider: Bryn Melyn Care Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is operated by a private company. The home provides care for up to two young people who have social and/or emotional difficulties.

Inspection dates: 5 to 6 February 2019

Overall experiences and progress of children and young people, taking into account	Good
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How well children and young people are helped and protected	Good
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The effectiveness of leaders and managers	Good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 31 January 2018

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
31/01/2018	Full	Good
23/03/2017	Interim	Declined in effectiveness
08/11/2016	Full	Good
15/03/2016	Interim	Sustained effectiveness

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 protection of children standard is 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 that staff 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. (Regulation 12 (1)(2)(a)(i)(ii)(iii))	28/02/19
In meeting the quality standards, the registered person must, and must ensure that staff— seek to involve each child's placing authority effectively in the child's care, in accordance with the child's relevant plans; seek to secure the input and services required to meet each child's needs; if the registered person considers, or staff consider, a placing authority's or a relevant person's performance or response to be inadequate in relation to their role, challenge the placing authority or the relevant person to seek to ensure that each child's needs are met in accordance with the child's relevant plans. (Regulation 5 (a)(b)(c))	28/02/19
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b)(2)(a)(c))	31/03/19

Recommendations

- Ensure that the children's home is a nurturing and supportive environment that meets the needs of the children, they will, in most cases, be homely, domestic environments; however, homes should seek as far as possible to maintain a domestic rather than 'institutional' impression. ('Guide to the children's home's regulations including the quality standards', page 15, paragraph 3.9)
- The home should work in partnership with relevant people as appropriate to ensure that each child is provided with support (appropriate to their age and understanding) to communicate their views, wishes and feelings and participate as fully as possible in all aspects of their care planning and daily care. ('Guide to the children's home's regulations including the quality standards', page 22, paragraph 4.6)

Inspection judgements

Overall experiences and progress of children and young people: good

Staff support young people to attend school from the start of their placement, setting the expectation of the importance of learning. Staff communicate well with teachers and, when needed, will stay with young people in the classroom. This support means that young people begin to make progress in their learning from the moment they arrive.

Young people build trusting relationships with staff. A clinical team enables staff to use a therapeutic approach when caring for young people. Advice from the clinical team helps the staff to understand how to meet young people's needs. Specialist support and committed staff help young people to have positive experiences and to make progress in different aspects of their development.

Staff understand the importance of family and they promote young people's contact with family members when appropriate. Staff help young people to talk about difficult family circumstances and to help young people to explore their family history. This sensitive support helps young people to maintain important relationships and supports their sense of identity.

Staff challenge professionals when young people are unhappy about their plans. However, staff miss opportunities to support young people to take a more active role in day-to-day decisions, including recording their views in their records. This means that young people do not always have sufficient influence in key decisions about their lives.

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

Staff encourage positive behaviour. They regularly give young people praise and use incentives to promote positive behaviour. For example, one young person is excited about a forthcoming trip to Harry Potter World, which they achieved as a reward for good behaviour.

Staff understand their duty in keeping young people safe and quickly report any behaviour that may place young people at risk of harm.

Staff support young people to take age-appropriate risks by using informed risk assessments. However, staff are not specific about what action needs to be taken to keep young people safe when they are using the internet and/or when they are using their mobile phones.

The effectiveness of leaders and managers: good

The registered manager is new to the home and has been in post since August 2018. She is having a positive influence on the culture of the home which is characterised by high expectations and aspirations for the young people. The registered manager has an excellent relationship with the young people. She promotes boundaries and relates to the young people with humour and affection. The registered manager is a role model for staff who say that they respect her and that she supports them.

Staff encourage young people to personalise their bedrooms and to take pride in them. The kitchen is the hub of the home, where young people and staff prepare food and eat together. However, there is some damage in the kitchen that requires repairing.

Young people are cared for by a consistent staff team. If cover is needed, staff from other homes in the company come to help. This promotes consistency of care for young people and promotes their stability, and helps them to form close relationships with adults whom they grow to trust.

Staff are supported through regular supervision and through team meetings which are structured and focused on the needs of the young people. Staff who are new to the home benefit from a structured induction which includes training in the company's specific model of care. However, new staff do not receive regular supervision as described in the home's statement of purpose. This limits their opportunities to have reflective discussions about the care that they give to young people.

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: SC397092

Provision sub-type: Children's home

Registered provider: Bryn Melyn Care Limited

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

Responsible individual: Jonathan Lokier

Registered manager: Kathryn Clarke

Inspector

Karen Gillingwater, social care inspector

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