

# 1255147

**Bryn Melyn Care Limited**

Monitoring visit

Inspected under the social care common inspection framework

## **Information about this children's home**

This home provides care and accommodation for up to eight girls who have learning disabilities. A private provider operates the home. The manager has been in post since 17 August 2020. She is in the process of submitting her application to be registered to Ofsted.

**Inspection date:** 18 and 19 August 2020

## **This monitoring visit**

A notice restricting accommodation at the home was served following an inspection on 26 May 2020. Ofsted also issued two compliance notices under Regulation 12 (The protection of children standard) and Regulation 13 (The leadership and management standard) of the Children's Homes (England) Regulations 2015.

A monitoring visit conducted on 1 July 2020 found that the provider had complied with the restriction of accommodation notice and completed the steps in the two compliance notices. However, while there had been significant progress, much of this progress was in its early stages. The notice of restriction of accommodation, therefore, remained in place. This was to allow the progress made to become embedded before any further children were admitted to the home.

A monitoring visit was undertaken on the 18 and 19 August 2020. The inspector identified that progress continues to be made in a range of areas. There is some good partnership work. For example, senior managers and staff are working closely with the clinical team. Risk assessments are being regularly reviewed and senior managers ensure that staff working with children are aware of any changes. Staff are building positive relationships with children. Staff have developed a better understanding of children's emotional well-being and the strategies that best support them to make positive changes. When incidents do occur, they are being consistently managed by well-informed staff. Managers challenge and support staff to reflect on their practice. This contributes to continuous improvements in the quality of care

provided to children. As a result, there is an overall reduction in incidents and children are making progress in many areas of their lives.

In other areas, work is ongoing. Although there have been interim management arrangements in place, there has not been a registered manager in post at this home since November 2019. A new manager has been appointed but only started in post on 17 August 2020. As such, the manager has not had the opportunity to prove herself in this role.

The organisation continues to recruit staff and there are enough staff to meet the needs of children currently living at the home. However, the majority of staff are not experienced or qualified to meet the specialist needs of children this organisation plans to accommodate. Of the 18 staff working at the home, 12 have been recruited since March 2020. These 12 members of staff do not have experience working in children's homes and do not hold the required qualifications.

Newly recruited staff are not yet sufficiently trained in key areas, such as communicating with children. Staff are not experienced at managing children's challenging and complex behaviours. Managers have sourced additional training, which is scheduled for staff to attend in September, October and November 2020. This training will then become mandatory for all future staff. The sufficiency of appropriately trained and skilled staff to meet the needs of the children the home is registered for is of significant concern.

Due to the above factors, Ofsted has lifted the notice of restriction of accommodation but imposed a variation to the condition of the home, to only provide care and accommodation to three children. This will focus the organisation, manager and staff to ensure the continuing safety, well-being and progress of children already living at the home, as well as any new children who move in.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/08/2019	Full	Good
11/03/2019	Interim	Declined in effectiveness
16/04/2018	Full	Good
05/12/2017	Full	Requires improvement to be good

## 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
<p>The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential; and</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child.</p> <p>(Regulation 13 (1)(a)(b)(2))</p>	23/10/2020

### Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

Ofsted is aware of the challenges that COVID-19 (coronavirus) is currently posing to those we regulate. During this visit, the inspectors took into consideration the impact of any measures being taken to slow the spread of COVID-19 by the home. This included the effect these have had on staffing arrangements.

This inspection was carried out under the Care Standards Act 2000.

## **Children's home details**

**Unique reference number:** 1255147

**Provision sub-type:** Children's home

**Registered provider:** Bryn Melyn Care Limited

**Registered provider address:** Bryn Melyn House, 3 Hawksworth Road, Central Park, Telford, Shropshire TF2 9TU

**Responsible individual:** Tracy Francis

**Registered manager:** Post vacant

## **Inspector**

Dawn Bennett, social care inspector

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