

Statement of Purpose

Bryncoed

Rainbow Therapeutic Ltd

For children and young people aged 12-17 years

Bryncoed, Mountain Road, Thornhill,
Caerphilly, CF83 1LY

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Section 1: About the provider

Service provider	<i>Rainbow Therapeutic LTD</i>
Legal entity	Limited company <input type="checkbox"/>
Responsible individual	<i>Scott Hicks</i>
Manager of service	<i>Jack Nisbet</i>
Name of service	<i>Bryncoed</i>
Address of service	Bryncoed, Mountain Road, Thornhill, Caerphilly, CF83 1LY.

Section 2: Description of the location of the service

a) Accommodation based services

Bryncoed is a large five-bedroom home set in 1/4 acre of land and registered for four young people aged between 12-17 years. Bryncoed is situated between Cardiff and Caerphilly, allowing easy access to local schools, sports centres and shops. The downstairs of the home comprises of a large modern kitchen, dining room, office and light sitting room which opens into a large conservatory with educational resources for homework or quiet study. Additionally to this there is a small snug area with sofa for the children to reflect and speak to staff communally.

There is a toilet and shower facility situated downstairs and a further bathroom upstairs with a shower, bath and toilet.

Upstairs there are four bedrooms all coming off a landing area. The Young People are encouraged to personalise their bedrooms, to display personal photographs, books and posters. (this is an ongoing process and based around the Young people current emotional needs)

The office is located on the ground floor where confidential records and medical supplies are kept in secure cabinets. This room is locked at all times unless occupied

by a staff member. Children are only allowed to enter the office when given specific permission by a staff member. Medication is stored in a wall mounted key lockable cupboard.

Within the garden there is a large grassed area suitable for a variety of games and socialising. The garden has a Patio area for outdoor furniture which is great for relaxing and socialising in the summer months. Football posts, swing ball and a paddle pool are some of the garden games available in the home to support the children's needs and encourage the ethos of play.

Section 3 About the service provided

a) Range of needs we can support

Most children and young people will have experienced multiple Adverse Childhood Experiences (ACE's) and will have spent a significant period of their life in foster or residential care prior to placement.

Typically, our children and young people will present with complex co-existing problems including conduct disorder, autism, anxiety, depression and oppositional defiance disorder. In order to deliver our therapeutic approach, the management teams are trained in the principles and techniques of the PACE model (playfulness, acceptance, curiosity and empathy) which is then fed into the team meetings and through general coaching of staff. The principles of the PACE model are central to our behaviour management programme enabling us to provide a consistent and safe environment where regulation of behaviour can be modelled and learned. The benefits are that it supports the development of trust in relationships, stress management and emotional regulation.

A system of comprising reward, praise and consequences underpins our approach. Our consistent approach creates a calm, safe living environment for our children and young people.

The children and young people placed at Bryncoed have often suffered developmental trauma, abuse and/or problems with early attachment. They are often in crisis both at the point of placement and at various times during their stay. Personal crisis is often a time when the children and young people will display challenging and problematic

behaviour. Our strong ethos of care and structure allows children and young people the opportunity to begin to heal from past traumatic experiences within a safe environment.

We have made children's wellbeing our prime consideration, not only to ensure an improvement in the short-term but also for wellbeing to be sustained in the long term. Upon admission all young people are registered with local GP's, opticians and dentists. We make it a priority that regular health appointments and routine check-ups are made. We encourage the young people to be proactive in looking after their general health, this includes attending appointments, having a varied diet through the use of planned meals and taking part in regular exercise which is incorporated in their weekly planners or intervention plans.

b) Age range of people using the service

12-17 years old

c) Accommodation Based services

Maximum Capacity

Bryncoed has a maximum capacity of 4 children at any given time.

Section 4: How the service is provided

Arrangements for admitting, assessing, planning and reviewing children's care.

It is the intention of Bryncoed to create a safe and welcoming transition for children and young people into their new home. Admissions to Bryncoed are planned to ensure a smooth transition for the children and young people. Referrals are made by the children's social worker. As part of a planned admission the child or young person will firstly be invited to come and view the home with their social worker. We would then envisage that over a period of weeks the child will have pre-planned visits, and work towards an overnight stay. During pre-placement visits children and young people are encouraged to personalise their bedroom, to help them feel more comfortable on admission. Children and young people will also have the opportunity, on pre-planned visits, to meet staff and the other children living at the home, when they can ask any questions they might have. It also gives staff an opportunity to chat about our ethos and expectations. We can arrange to meet in their existing placement, if it is appropriate, in order to make the transition smoother. We believe that children and young people require time to adjust to new surroundings and their needs are best met by a planned admission.

Within Bryncoed we have individual personal plans for each of the young people, these are working documents which the staff update and review regularly. The home manager will review these plans every 3 months, in line with regulation 15. 16 and 17 (RISCA). Every 3 months the young person will sit down with the home manager and key worker to complete the personal plan. This enables the young person to have their say regarding the day to day care they are receiving along with an opportunity to voice any issues they may have. This is then fed directly to the team and where possible adaptations can be made in order to ensure the young person's comments have been listened to.

a) Standard of care and support

We believe that exercise is important for both body and mind. The children and young people come together every week and plan their weekly activities using a weekly planner. The team maintain links with local recreational centres and community resources to facilitate access to a wide range of leisure activities. Children and young people will be actively encouraged to attend specialist clubs, sports centres and classes. (COVID19 has impacted the full ability to achieve this) They are also encouraged to develop interests and hobbies such as art, cookery and crafts.

The team at Bryncoed are proactive in developing fun activities for the young people whilst utilising the grounds at the home, when doing so risk assessments are put in place to ensure the safety of the young people and team, recognising that some areas of the grounds along with specific activities are not appropriate do hold risks which must be reviewed and strategies put in place to ensure the safety of those involved.

The children attend daily education offsite, this is supported by the staff team. For children who have had disrupted education periods reduced timetables are used. The management team will attend visits at the young people's schools regularly along with scheduled CLA and education planning meetings. There are measures in place to support the children with any home-schooling/ homework if required. Here the young people have access to books along with a range of other extra-curricular activities.

At Bryncoed we are firm believers that we are not there to fix the young people's problems but instead equip them with the skills necessary to manage and conquer these challenges themselves. In light of this we recognise that, given the age of the young people we care for, we do need to adopt an approach where we are supportive and encouraging in helping them have control of their everyday lives.

At Bryncoed we encourage young people take ownership in cleaning their bedrooms and also completing chores around the home, this enables them to earn pocket money. The team also encourage the young people to take part in work experience in conjunction with local businesses, this supports them in gaining experiences in a work-based environment whilst gaining an insight into different occupations.

Section 5: Staffing arrangements

This section needs to describe how the staffing arrangements are appropriate for the range of needs and specialist services to be provided as described in section 3. It should demonstrate how staff will be deployed to provide reliable and safe care to individuals.

Manager:

Jack Nisbet Dip 5 H&SC Residential Management
CYP and Dip 3 H&SC CYP.

There are approximately 7 Residential Care Workers (RCW's) employed at the home when at full capacity. 2 of these are Senior RCW's whose primary job is to lead their shifts. Information regarding the staff at the home is kept confidentially in line with the GDPR act. A list of staff names and qualifications can be found within the home's office. All staff are enrolled on the Social Care Wales 'All Wales Induction Framework for Health & Social

Care'. Once completed they are enrolled on the Diploma Level 3 Health & Social Care Children & Young People Award. Senior RCW's are encouraged to progress onto the Diploma Level 5 Advanced Practice Award.

a) Staff levels

Staffing levels

There are 3 staff for 2 Child at Bryncoed, this can be increased depending on the needs. 2 staff members carry out sleep in duties.

The Manager is super-numerary.

The Manager is Diploma level 5 qualified (or equivalent), as per Social Care Wales regulations.

The Manager works standard office hours.

There is a senior on most shift. If a senior is absent, then an experienced RCW will be nominated to act as shift leader in their absence. This would be approved by the manager and documented in the home's handover Book.

A senior member of staff is always available on call, this information is found on the staff rota.

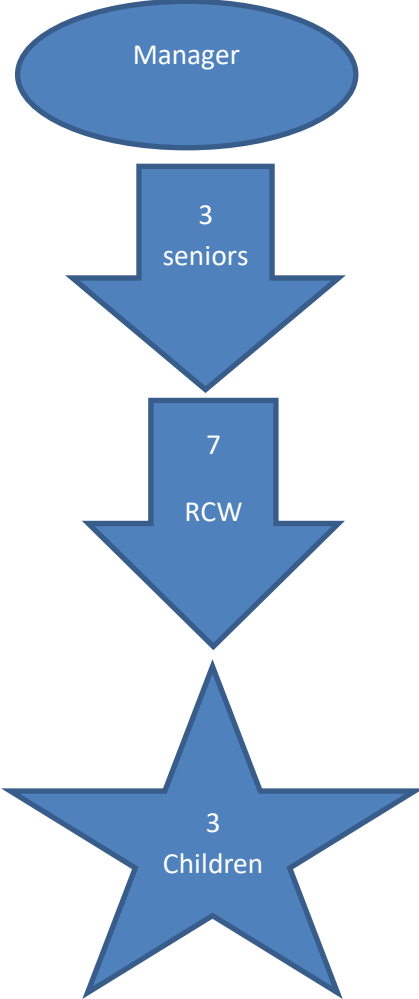
This can be subject to crisis periods and staffing can vary.

b) Specialist staff

Bryncoed employs a home tutor who attends the home during term time.

c) Deployment of staff at service (for accommodation based services only)

The Manager works standard office hours. There is a senior on most shifts. If a senior is absent, then an experienced RCW will be nominated to act as shift

	<p>leader in their absence. This would be approved by the manager and documented in the homes handover Book.</p> <p>A senior member of staff is always available on-call, this information is found on the staff rota.</p>  <pre> graph TD Manager([Manager]) --> S3[3 seniors] S3 --> RCW7[7 RCW] RCW7 --> Children3[3 Children] </pre>
<p>d) Arrangements for delegated tasks</p>	<p>Team meetings and senior meetings are held on a monthly basis and are chaired by the home manager. (This has been impacted by COVID19 and safety measures remain in place to protect staff and children) The RI usually attends. During team meetings keyworkers report on the progress of their individual Children & Young People. Care Plan</p>

	<p>objectives are reviewed and then set for the coming 4 weeks. Therapeutic leads feedback on progress and plans for the coming month. Objectives are set and new tasks are delegated at every stage to ensure accountability. Team meetings are recorded and signed by all staff.</p> <p>Managers usually sit in on handovers during the week. Seniors will then ensure that agreed tasks are followed through.</p> <p>Any Child Protection & Safeguarding issues are reported to the Manager, who would then contact the designated lead.</p> <p>The home operates a senior on-call system for advice and support out of hours and over weekends.</p>
<p>e) Supervision arrangements</p>	<p>All staff are supervised by a senior member of the team on a monthly basis. The manager supervises the senior team. Staff on their probationary period will receive supervision every fortnight. The manager is supervised by the RI.</p> <p>'Spot supervision' is also available as a means of extra supervisions for team members.</p>
<p>f) Staff training</p>	<p>All staff are trained in Physical intervention, breakaway techniques and behaviour management. A refresher course is then carried out every 6 months. Our behaviour management training is endorsed by McCormack Training who are NOCN registered.</p> <p>All staff members are registered with Tutor Care, this is an online, e-learning system where the staff carry out qualifications specific to the care sector.</p>

Section 6: Facilities and services

Accommodation based services only

This section is where you should describe the design, layout, facilities and/or equipment available and how they support the range of needs of the people the service is intended for as described in section 3 above. If there are any unique or specific features about these, you should describe them here.

You should provide information about:

a) Number of single and shared rooms	There are 4 single bedrooms at Bryncoed which can be occupied by the children, they all have individual rooms. There is also a 5 th room which is shared by the staff, this can sleep one staff member. There is another single bedroom downstairs which can sleep one staff member.
b) Number of rooms with en suite facilities	There are no direct unsuits, however the bathrooms are located near the bathrooms.
c) Number of dining areas	There is one dining area which is based in a room adjacent to the kitchen, this has a large table which can seat 6-8 people.
d) Number of communal areas	The children have a large Livingroom area which is used to relax and watch TV on the ground floor, they also have access to a second smaller relaxing area which is in the conservatory, this is used for socialising, playing games and has a more relaxed feel to it. This toom opens out into the garden.
e) Specialist bathing facilities	There are no specialist bathing facilities at the home and we would be unbale to support a child with these specific needs at this moment in time.
f) Specialist equipment	There is no specialist equipment at the home due to no requirements at this moment in time.

<p>g) Security arrangements in place and use of CCTV</p>	<p>There is an alarm system that is only used during extended periods of time to when the home is unoccupied such as holidays. The young people's bedroom doors have alarms fitted which are activated in the evenings. There is a gated entrance into the home, this door is kept closed at all times. The home is secured at night. All outside doors are lockable, with thumb locks on the inside to facilitate easy opening in the event of an emergency. The home has a fire detection system and the necessary fire protection to meet legal standards.</p>
<p>h) Access to outside space and facilities at this service</p>	<p>Bryncoed is situated in fairly large grounds, this has been adapted in areas to support the children to thrive in a safe environment whereby they can enjoy activities. On the grounds there is also a staff car park. The is accessed via the main entrance. There is ample lighting facilities in the grounds. There are some areas of the grounds which are not accessible by the young people due to potential risks.</p>

Section 7: Governance and quality monitoring arrangements

The young people have access to complaint forms which they can fill in if they feel necessary. Young people are encouraged to use these. The manager will then respond to such complaints promptly and if necessary, steps taken to rectify any issues. Young people are made are of this process upon admission and during house meetings. Complaint forms are also offered after incidents.

We use the following tools to monitor our service.

- Responsible Individual visiting (3 Monthly) under regulation 73 – During this visit a report will be compiled from data gathered during my visit, this will include the voice of the young person. I will speak with the young people that live within the home to gather feedback on how they are cared for and identify if they are happy and are having their needs met. Additionally, I will seek feedback from the staff, house manager and other professionals working alongside the young people for their views on how the home is meeting the individual's needs, and aim to identify any areas of improvement to better the outcomes for the children. I will also look at if the children are supported by advocacy and if this is something that they wish to have. I will use data analysis along with outcomes for young people to identify how the previous 3 months have been for them. There will be actions identified for the staff and home manager to implement for the following 3 months, these will be reviewed on my next visit.
- Regulation 80 Quality of Care Review (6 monthly) – I will complete this document every 6 months to ensure that the care provided meets the standards set out in the statement of purpose in line with RISCA. When doing so I will incorporate regulation 76 engagement with individuals and others, this will be to seek feedback from everyone within the home along with professionals supporting the young people living there. I will aim to use my Reg 73 visits to additionally compile the data into the report. I will review key areas of the home such as complaints, personal plans, incidents, notifiable incidents, safeguarding and whistleblowing.
- Regulation 72 – During an absence of a manager I will ensure that there are arrangements in place to maintain the running of the home along with support to the young people on a day-to-day basis. This will be through using senior staff members within the home/ company, I will also provide more support through extra visits to the home and weekly feedback via email or telephone. If this were to occur for 28 days or more, I would then make a notification to CIW of the absence. If it was an unexpected absence then I would notify CIW after 7 days.
- Team meeting (Monthly) – The home manager will be expected to conduct a staff meeting on a monthly basis. This will be to ensure that the team get the opportunity to feedback on the young people collectively and identify areas of improvement and also what works well. The young people's keyworker sessions will be used as an area to get their voices heard within the meetings.
- Young Person's views – Within the home the young people will have the opportunity to have their voice heard on how they wish to be cared for. Some of the systems used for this will include monthly keyworker sessions, this allows the individual to have one to one time with their keyworker to discuss and areas they wish. Additionally, they will have input in the home on a weekly basis through activity planners, food menus, complaint forms, settling at night and deco of home. The manager and R.I will also support their views during quarterly Placement Plan reviews, they will have the opportunities to speak about their care and what they wish to work towards. The R.I will also speak with the Young people during visits to the home.

- Complaints – Within Bryncoed there will be a policy covering of complaints, this will be found in the office and the young people will be briefed on the process during their admission. There will be complaint forms readily available for the young people to use, additionally the young people can verbally complain to the staff team and management, this is set out in the complaints policy. All complaints will be taken seriously and recorded and reported, there will be a hard back book available along with a file to evidence this within the office.
- Staff Supervision (Monthly) – The home aims to supervise the staff monthly; this will be covered through planned supervision and also spot supervision. This will cover areas around how the individual's relationship is with the children, and training requirements, personal support, what is going well and areas of development.
Director's meeting (Monthly) – The Directors meetings will be held with the management team from all homes within the company. It will give all managers the opportunity to come together and discuss how their personal homes are functioning, whilst feedbacking back to the directors. The meetings will take on the views of the young people and staff in terms of any items required for the service to function along with staff training requirements.