



STATEMENT OF PURPOSE

FOR

BRYN TIRION HALL

CONTENTS

- 1. Overview aims and objectives of Bryn Tirion Hall**
- 2. Type of Accommodation**
- 3. Ethos and Philosophy of Care**
- 4. Responsible body**
- 5. Governance**
- 6. Staffing, Qualifications and Supervision**
- 7. Admission Criteria and Policy**
- 8. Arrangements to Protect & Promote the Health of Children**
- 9. Arrangements for Education & Private Study**
- 10. Arrangements to promote Hobbies, Recreational and Cultural Activities**
- 11. Arrangements for Children's Religious Instruction & Observance**
- 12. Arrangements for Consultation with the young people**
- 13. Arrangements for contact between a young person their parents/carers, relatives and friends**
- 14. Medication administration**
- 15. Behavioural Management**
- 16. Complaints procedure**
- 17. Reviews**
- 18. Communication**
- 19. Arrangements when young people who go missing**
- 20. Safeguarding procedures**
- 21. Fire Procedures**

OVERALL AIMS AND OBJECTIVES OF THE HOME

1.1 Bryn Tirion Hall is an Independent Residential Care Home, which is part of the QEwC Ltd group. The Registered Manager of the service is Roger Chadwick, who has nineteen years' experience of working within residential child care and the Responsible Individual is Natalie Fletcher, who has twenty-three years' experience of working within the care sector. Bryn Tirion Hall has an on-site education facility attached to the home and we aim to provide residential placements for up to ten young people, from the ages of 7 to 18 years who have experienced Adverse Childhood Experiences (ACE's) and display emotional and behavioural difficulties (EBD), social difficulties (SEMH), mental health problems, moderate learning difficulties (MLD) and young persons on the Autistic spectrum. Bryn Tirion Hall seeks to provide an effective and supportive home, to ensure a safe and nurturing environment where young people can develop, enabling them to deal with past and present difficulties. It is our firm belief that all young people deserve the highest standard of care and education.

1.2 The home admits young people countrywide. The young people usually have Statements of Special Educational Needs that are related to their emotional, social, educational and behavioural difficulties. The staffing structure comprises of residential support workers, teaching staff and auxiliary staff who work within an agreed rota to meet the operational needs of the home and school. This is supported by a team of specifically recruited sessional professionals.

1.3 At Bryn Tirion Hall, we operate family style accommodation, where young people are encouraged to recognise their difficulties and improve their patterns of behaviour. The social development of the young people is encouraged by the provision of appropriate social and leisure activities, both within the home and the local community. Young people's rights are respected and safeguarded and the responsibilities of parents and carers are recognised. The staff work in partnership with both young people, their parents/carers and placing authorities to ensure high standards of care and support.

1.4 We appreciate that each young person brings with them their own unique life experiences and as such we aim to provide each individual the opportunity to learn and grow through a tailored programme. We provide a safe and nurturing environment based on thoughtful processes, supported throughout by dedicated teams of professionals and a strong culture of multi-disciplinary working.

1.5 We have access to therapeutic facilities that can be created to support the development and progression of young people. These additional support packages are created on an individual basis and in conjunction with their personal plan / placement plan and any objectives identified within. There is a holistic approach to our work with individuals and a tailored service is provided to suit identified needs.

TYPE OF ACCOMMODATION

2.1 Bryn Tirion Hall is a large detached property set in a rural area on the outskirts of the village of Caergwrle. It is five miles from Mold and six and a half miles from Wrexham. In Caergwrle itself, there are the usual array of shops and amenities, including a train station with links to Wrexham and from there to Chester. There is a medical centre, local primary and secondary schools and a local sports centre.

2.2 The residential accommodation provides ten single bedrooms all with en-suite facilities, spread over two floors.

2.3 The accommodation consists of:-

Ty Conwy

- Four young people's bedrooms with en-suite shower and toilet, all single occupancy;
- One staff sleeping-in room with en-suite facilities;
- One Senior staff office with en-suite facilities;
- Kitchen/dining-room for domestic use, food preparation, cooking and eating;
- A comfortably appointed lounge / T.V. area for the general leisure use of the young people plus a conservatory which doubles as an additional play area / lounge.

Ty Powys

- Three young people's bedrooms with en-suite shower and toilet, all single occupancy;
- One staff sleeping-in room with en-suite facilities;
- A communal bathroom with bathtub for use by all young people;
- Separate kitchen / dining area which will facilitate independent living skills development
- A comfortably appointed lounge / T.V. area for general leisure use of the young people

Ty Gwynedd

- Three young people's bedrooms with en-suite shower and toilet, all single occupancy;
- One staff sleeping-in room with en-suite facilities;
- A comfortably appointed lounge / T.V. area for general leisure use of the young people;

- Kitchenette attached to the lounge for the preparation of meals which will facilitate independent living skills development.

There are additional communal spaces that exist within the home. These include an ICT suite and dining room which is versatile enough to be utilised for an array of activities/events.

2.4 Each young person has a key to their own bedroom, with a master set held by the staff. Young people are encouraged to personalise their bedroom and receive a budget for this annually. Young people have access to a lockable facility for the storage of personal belongings which may be kept in their bedroom.

2.5 The selection of accommodation for young people is determined according to the needs of the individuals. Consideration is given at point of referral (through our **Referral Assessment Process**) to the most suitable house unit to place a young person within. Additionally, there is a fluid approach to the on-going assessment of young people and their evolving needs and placement plans, which assist the home in recognising when change in accommodation is required (i.e. Moving to another unit within the home to better suit their needs).

2.6 Bryn Tirion Hall is heated, illuminated, decorated, furnished and maintained, to a high standard that is domestic in appearance and appropriate to the age of the young people accommodated. Televisions and games consoles are provided in each lounge and young people are able to use any personal entertainment equipment throughout the home. The use of ICT, audio and visual material is monitored to ensure the safety and appropriateness of the content being accessed. A telephone is available for young people to use and contact with their family, friends, social worker and other legitimate contact is actively encouraged and supported as appropriate.

2.7 Outside the home

The home is set in its own extensive grounds and provides good space for outdoor play and activities; this is surrounded by perimeter barriers consisting of stone walls, hedges, fences and a wooded area which is part of the property. There are designated play areas within the grounds where ball sports can be played, as well as swings, seating and a barbecue area for use in the summer months. The home has its own vehicles for off-site activities and home visits, although young people are encouraged to utilise public transport as part of supporting and developing their growth towards independence.

2.8 The premises are to be used solely for providing care and education for young people in residence and day pupils that attend the school.

ETHOS AND PHILOSOPHY OF CARE

- 3.1 The ethos and philosophy of care at Bryn Tirion Hall is informed by an understanding of the needs of young people who have encountered ACE's or display social, emotional and behavioural difficulties (SEBD). This is underpinned by a commitment to quality care.
- 3.2 Our core beliefs and values are:
 - Young people have a right to have their basic physical, social and emotional development provided for in a safe, supportive and caring environment. In order to develop, young people must be in receipt of the basic core conditions of safety, containment and attachment, provided by carers that support change through thoughtful processes.
 - Each person has the right to feel important and valued and deserves to be treated with respect and dignity and in a way that is fair, consistent and just. Our work is underpinned by anti-discriminatory practice and an understanding of rights and confidentiality.
 - The home takes positive steps to ensure that all staff and visitors to the home are kept safe. The home fully complies with current Health & Safety legislation in respect of maintaining standards.
 - All behaviour has meaning and is a communication that should be respected as such. Young people need adults who can be thoughtful about their presented behaviours and promote a level of understanding together with a discussion of the impact their behaviour has on themselves and others, whilst working within an environment with clear boundaries and expectations.
 - Young people have a right to be involved in decisions that affect their lives and to learn how to make appropriate choices.
 - Young people have a right to disagree with others' opinions and decisions, to make complaints and to have their views listened to and be taken into account without fear of the reactions of others.
 - Bryn Tirion Hall believes in the use of positive attitudes, praise, rewards, encouragement and modelling to promote good behaviour and social responsibility.
 - Young people have a right to confidentiality of information. They must be confident that information about them is not shared with people who do not need the information and also that information will not be shared without their knowledge.
 - Each individual's stages of development will be approached in a tailored manner to reflect their own needs at that given time.

RESPONSIBLE BODY

Bryn Tirion Hall is registered with the Care Inspectorate Wales (CIW) as a Care Home Service.

The home was re-registered under the new framework in September 2018 and received certification on **18th September 2018**.

Section 20(1) (a) of the **Regulation and Inspection of Social Care (Wales) Act 2016**.

Conditions of Registration

- 1** Quality Education with Care Limited is registered to provide a Care Home Service at Bryn Tirion Hall.
- 2** A maximum of 10 individuals can be accommodated at this service.
- 3** The Responsible Individual for this service is Natalie Margaret Fletcher.

Bryn Tirion Hall is part of the portfolio of care homes owned by 'Quality Education with Care Limited'.

The organisation is a small company of dedicated individuals, consisting of seven directors who set out to establish an organisation whose sole ambition is to support the achievements and positive outcomes for young people.

The company directors have an understanding of youth work and derive from both an education and residential care background.

Two of the owners of the company are actively involved in the day to day running of the home and hold leading positions on the Senior Management Team.

The registered address of the company is :-

Bryn Tirion Hall,
Mold Road
Caergwle
Flintshire
LL12 9HA

The Responsible Individual for the service is :-

Natalie Fletcher

The Registered Manager for the service is :-

Roger Chadwick

4.1 Details of the Registered Manager

The Registered Manager of Bryn Tirion Hall is Roger Chadwick.

Roger has nineteen years' experience of working within the child care profession and played an integral role in formulating Quality Education with Care in 2008.

Roger is one of the directors of QEwC Ltd.

Roger was registered as the manager of the home in August 2016 after successful completion of the registration process and fulfilling the criteria set out by Care Inspectorate Wales.

4.2 Details of the Responsible Individual

The Responsible Individual for Bryn Tirion Hall is Natalie Fletcher.

Natalie has twenty-three years' experience of working within the child care profession and played an integral role in formulating Quality Education with Care Ltd in 2008.

Natalie is a company director and also holds the position of Care Services Director for the organisation.

Natalie was initially registered as the Responsible Individual for the home in August 2016. In September 2018, there was a further application to register the service under new legislation (Regulation and Inspection of Social Care (Wales) Act 2016). This was successfully determined and agreed with Care Inspectorate Wales.

GOVERNANCE

5.1 The governance of the service adheres to the new regulatory requirements imposed on the provider. As a result, systems have been designed to establish a robust process to ensure that there is scrutiny and accountability in all aspects of the service's operation.

The Service Provider has taken account of and ensures it has:

- Set clear ***organisational vision and intent*** by outlining the service profile and the actions the organisation will undertake to achieve this in the statement of purpose.
- Put in place and keep under review, the underpinning ***policies and procedures*** to support the service, managers and staff to achieve the aims.
- Establish sound ***management structures*** to oversee and monitor in order to ensure that it operates safely and effectively for the individuals in receipt of care.
- Establish clear arrangements for an ongoing cycle of ***quality assurance and review*** to provide assurance that the company operates in line with statutory requirements, statement of purpose and is supporting individuals to achieve their personal outcomes. The information obtained through monitoring is used for continued development and improvement of the service.
- Maintain oversight of ***financial arrangements*** and investment in the business to ensure financial sustainability and protect the service from risk of financial pressures.
- **Promote and review the culture** of the organisation through openness, honesty and candour at all levels.

Governance Committee Groups

Committee Groups have been established at company board level to provide a sound base for transparent review and monitoring of the service by members of the board. Each *Committee Group* is chaired by a member of the board (non-working director) and is supported, as required, by subsequent directors working within the organisation.

The process of scrutiny is completed via a periodic review of systems and through a variety of methods to obtaining information.

- 1 Consultation with stakeholders
- 2 Analysis of documentation
- 3 Review of practice
- 4 Review of information through established audit systems

The committee chairs will discuss the outcomes of any scrutiny reviews at board level and ensure that measures are in place to use the information gathered to improve and develop the service.

This information is shared with the board and appropriate actions determined as required. The Responsible Individual for the service is advised of the outcome of the audit and takes action accordingly.

The responsibility for overarching accountability rests with the Responsible Individual and is in accordance with legislative requirements set out in the **Regulation and Inspection of Social Care (Wales) Act 2016, Social Services and Well-being (Wales) Act 2014** and **The Regulated Services (Service Providers & Responsible individuals) (Wales) Regulations 2017**.

The Responsible Individual will:

Conduct the monitoring, reviewing and improvement processes to capture information and ensure quality assurance and development. This is achieved via the following methods:

- **Monthly Quality and Assurance Audit** – This information is collated and ensures a review of all aspects of the service.
- **Quarterly Quality and Assurance Audit** – Responsible Individual visit the service periodically (*in accordance with Regulation 73*), meeting with staff and young people, review systems and procedures and report on findings.
- Compilation of the **Quality of Care Annual Review** (Regulation 80)

STAFFING, QUALIFICATIONS AND SUPERVISION

6.1 Staff at the home are experienced and skilled in working with young people. They are able to offer care guidance and advice based on thoughtful processes whilst supporting structure, consistency and clear boundaries. All staff seek to create a safe and nurturing environment that allows young people to come to terms with their challenges and promotes positive development. This in turn will allow them to make full use of the educational resources available to them. We deliver a high quality of service where staff work towards the fulfilment of Bryn Tirion Hall's Statement of Purpose.

6.2 A comprehensive system is in place to provide support and formal supervision from management to all grades of staff on a regular basis and annually each staff member is fully appraised. This offers opportunities to assess work performance and set development targets as well as identify any training that may be required or desired.

6.3 Bryn Tirion Hall complies with Social Care Wales guidance in relation to the recognised and accepted qualification for workers within residential Children's home in Wales e.g.: Diploma level 3 in HSC Children and Young People / QCF – HSC level 3 - working with Children and Young People. All staff that hold a senior level post are required to undertake relevant qualifications accordingly e.g. Level 5 Advanced Practice.

6.4 Staff will have access to all appropriate courses available to ensure that they are in line with current developments, practice and theory. All new staff are required to undertake an in-house induction process as well as the Social Care Wales Induction Framework within six months of appointment. On completion of which they must register with Social Care Wales. Following successful completion and registration, staff are then required to undertake and complete the relevant vocational qualification within two years of appointment.

6.5 Staffing Structure of the Home

- Registered Manager – oversees the running of the service, care practice and promotes development
- Assistant Managers x 2 - Assist the Registered Manager in the running of the home
- Three staff teams each consisting of a Team Leader, Deputy Team Leader and Residential Support Workers
- Designated Keyworkers who are pivotal in overseeing the day to day facilitation of the personal plan for the individual.

In addition, the home is supported by QEwC's administration staff.

6.6 Our young people are staffed according to their personal plan and risk assessments and in line with the ethos of the home. Should a young person require additional care/support, this will be discussed and agreed at the placement meeting and measures implemented accordingly.

6.7 Education is delivered on site in a separate school unit by a staff team consisting of both full and part time teachers and learning support assistants. Where there is a need for additional

learning / tuition, provision is identified and coordinated by the education team.

6.8 Staffing Policy for the Home

The homes intention is to have a trained staff team that are able to meet the needs of the individuals accommodated there. During waking hours there is a minimum of 1 young person to 1 member of staff on duty. Efforts are made to ensure the staff on duty represent a range of experience, gender balance and qualifications. All members of the support staff are at least 21 years old.

6.9 Night time supervision between 11.00pm and 8.00am consists of 3 members of staff sleeping in, one of whom is of a senior level post, and a Team Leader or member of the Care Leadership Team being on call. Where the need arises, waking night staff may be used.

6.10 Where short-term or unplanned gaps in rota occur due to training, sickness, or staff holiday, our full time staff team are expected to provide cover in the first instance. The home also has a facility to utilise the resources of 'bank staff' as required. These individuals are employed by the company on a 'zero hours contract' and complete the same comprehensive training programme that full time staff complete prior to being allocated shifts. These staff also receive supervision in accordance with the homes policy. The details of 'bank staff' is held within the staffing section (*5.21 – staff name and qualification appendix*) of this document.

6.11 Supervision, Training and development arrangements for the Staff Team

As part of our commitment to promote the interests of our service users and carers we will fully enforce the Social Care Wales Code of Practice for employers of social care workers. These standards require Bryn Tirion Hall to:

- Make sure people are suitable to enter the workforce and understand their roles and responsibilities;
- Have written policies and procedures in place to enable social care workers to meet the Social Care Wales Code of Practice for Social Care Workers;
- Provide training and development opportunities to enable social care workers to strengthen and develop their skills and knowledge;
- Put in place and implement written policies and procedures to deal with dangerous, discriminatory or exploitative behaviour and practice; and
- Promote the Social Care Wales's codes of practice to social care workers, service users and carers and co-operate with the proceedings.

Social care workers on their part are expected to:

- Protect the rights and promote the interests of service users and carers;
- Strive to establish and maintain the trust and confidence of service users and carers;
- Promote the independence of service users while protecting them as far as possible from danger or harm;

- Respect the rights of service users whilst seeking to ensure that their behaviour does not harm themselves or other people;
- Uphold public trust and confidence in social care services; and
- Be accountable for the quality of their work and take responsibility for maintaining and improving their knowledge and skills.

6.12 Supervision and Appraisal

6.12 Supervision is a vital part of supporting, managing and developing the staff team. It is a statutory requirement of employment at Bryn Tirion Hall that staff both receive and take part in the supervision process. Supervision is provided by designated members of the senior care management team. Supervision is provided to new staff on a monthly basis for the first six months. After this period, formal supervision is every six to eight weeks, additional supervision's can be requested by staff at any time. Supervision sessions are recorded and staff are required to read and sign their notes, which are then placed on the staff member's file. If there are any disagreements these are recorded.

6.13 All new staff undertake a comprehensive induction programme that is subject to a review on completion of their probationary period. All staff will be involved in Performance Appraisals with a member of the senior management team every twelve months. This process forms an evaluation and monitoring of progress and sets personal work targets and actions for the coming year.

6.14 Training

It is the aim of the organisation to ensure that all staff training is comprehensive enough to meet the individual needs of each young person within the home. Any identified training needs specific to the young people will be identified and agreed at placement planning meetings and subsequent statutory reviews. The home will have a planned and comprehensive annual framework of training, which consists of 36 hours of paid development sessions. This will be delivered to the entire staff team and will identify specific training needs for both the home and young people who reside there. The organisation is committed to providing a diverse range of relevant training at a high standard and attendance by staff is compulsory. In accordance with the organisations staff training policy

6.15 Physical intervention techniques are part of the course content but only to be used when all other de-escalation techniques have failed. Refresher courses are carried out on an annual basis to ensure good work practice is upheld.

6.16 It is a requirement of all staff that they attend all training relevant to their post. Training needs will be discussed, agreed and monitored through the forum of supervision and appraisal systems. These are recorded in a Personal Development Plan, which is part of the Performance Appraisal system. Staff team meetings occur monthly and all staff are required to attend. Staff meetings include discussion of the current work being carried out at Bryn Tirion Hall, together with a general review of current practice. Meetings have an agenda and are recorded.

6.17 Development

Staff development is seen as part of an ongoing process that includes:

- Training, supervision and appraisal.

- Team Around the Child meetings / Team meetings and support sessions.
- Key working and joint working with colleagues within the team.
- Joint working with other professionals and agencies.
- Statutory review meetings.
- Extra duties and responsibilities, which are delegated to staff as they become more skilled and competent within the team.
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6.18 Staff files

In line with current legislation, Corporate Policy and the Regulation and Inspection of Social Care (Wales) Act 2016 and The Regulated Service (Wales) Regulations 2017 all staff at Bryn Tirion Hall have a personal development file. This includes the following information:

- Personal information such as home phone number and address.
- Job description and contract.
- Supervision notes including supervision contract.
- Performance Appraisal and Performance Improvement Plan.
- Record of qualifications and training certificates.
- Record of DBS check and evidence of driver documents, licence, insurance etc.
- Minimum of two references
- Passport photo
- Occupational health / medical questionnaire

6.19 Staff Selection

Staff selected for interview at Bryn Tirion Hall will all be subject to the effective system of appointment to the home. This will include having an enhanced Disclosure Barring Service (DBS) check. This is in accordance with the Regulation and Inspection of Social Care (Wales) Act 2016 and The Regulated Service (Wales) Regulations 2017.

6.20 Staff Conduct

All staff are required to act as responsible role models for the young people in residence and relate to young people and colleagues in an appropriate manner at all times. Bryn Tirion Hall has the expectation that staff will conduct themselves in a manner that is fitting for their role at all times, both in and out of work.

6.21 Staff Name and Qualification Appendix

Name	Job Title	Qualifications
Curtis Baines	Team Leader	Level 3 Diploma in Health & Social Care (CYP) Working Towards - Level 5 Diploma in Leadership for Health & Social Care Services (CYP Advanced Practice)
Allan Bathers	Residential Support Worker	Level 3 Diploma in Health & Social Care (CYP)
Emma Beadle	Residential Support Worker / Keyworker	Level 3 Diploma in Health & Social Care (CYP)
Jordan Billington	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Amanda Blackwell	Residential Support Worker	Level 3 Diploma in Health & Social Care (CYP)
Jenna Celine	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Roger Chadwick	Registered Manager	Level 3 NVQ in Health & Social Care (CYP) Level 4 NVQ in Leadership & Management for Care Services Level 4 NVQ in Health & Social Care (CYP)
Mark Cohen	Residential Support Worker	Level 3 NVQ in Health & Social Care (CYP)
Rachael Darling	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Michael Davies	Deputy Team Leader	Level 3 Diploma in Health & Social Care (CYP)
Hannah Edwards	Residential Support Worker / Keyworker	Level 3 Diploma in Health & Social Care (CYP)
Laura Gretton	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Katy Evans	Residential Support Worker / Keyworker	Level 3 NVQ in Health & Social Care (CYP)
Chris Garrett	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Nathalie Gibbens	Business Support Officer – Care	NVQ Level 2 - Business Administration NVQ Level 2 – Information Technology Level 3 Diploma – Business Administration
John Gormley	Team Leader	Level 3 Diploma in Health & Social Care (CYP) Level 5 Diploma in Leadership for Health & Social Care Services (CYP Advanced Practice)
Catherine Griffiths	Residential Support Worker	Level 3 Diploma in Health & Social Care (CYP)
Hannah Harding	Residential Support Worker	Working towards Level 3 Diploma in Health & Social Care (CYP)
Sophie Hembury	Residential Support Worker	New Inductee - Level 3 Diploma in Health & Social Care (CYP)

Georgina Hughes	Residential Support Worker	Level 3 Diploma in Health & Social Care (CYP)
Karl Humphreys	Deputy Team leader	Level 3 Diploma in Health & Social Care (CYP)
Alun James	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
David Jones	Residential Support Worker / Keyworker	Level 3 Diploma in Health & Social Care (CYP)
Natalie Jones	Team Leader	Level 3 Diploma in Health & Social Care (CYP) Level 5 Diploma in Leadership for Health & Social Care Services (CYP Advanced Practice) Level 5 Diploma in Leadership for Health and Social Care (Children and Young People, Residential Management).
James Malins	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Kate Mellor	Residential Support Worker / Keyworker	Level 3 Diploma in Health & Social Care (CYP)
Sian Messum	Residential Support Worker / Keyworker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Tracy Mills	Residential Support Worker	New Inductee
Ceri Morris	Residential Support Worker / Keyworker	Level 3 Diploma in Health & Social Care (CYP)
Robert Newcombe	Assistant Manager - Care	Level 3 Diploma in Health & Social Care (CYP) Level 5 Diploma in Leadership for Health & Social Care Services (CYP Advanced Practice) Level 5 Diploma in Leadership for Health and Social Care (Children and Young People, Residential Management).
Wayne Phillips	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Gavin Powell	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Marcus Pugh	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Tanya Purdy	Residential Support Worker / Keyworker	Level 3 Diploma in Health & Social Care (CYP)
Danielle Roberts	Residential Support Worker / Keyworker	Level 3 Diploma in Health & Social Care (CYP)
Nicola Schutzmann	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Carly Simmonds	Residential Support Worker / Keyworker	Level 3 Diploma in Health & Social Care (CYP)
Daniel Soroka	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Anna Sullivan	Deputy Team Leader	Level 3 Diploma in Health & Social Care (CYP) Working Towards - Level 5 Diploma in Leadership for Health & Social Care Services (CYP Advanced Practice)

Rachael Thomas	Residential Support Worker	New Inductee
Laura Vernon	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Ashleigh Williams	Residential Support Worker	Level 3 Diploma in Health & Social Care (CYP)
Elizabeth Williams	Assistant Manager	NVQ Level 3 Health and Social Care (CYP) NVQ Level 3 Management ILM Management Working towards - Level 5 Diploma in Leadership for Health & Social Care Services (CYP Advanced Practice)
Lawrence Wyn-Jones	Residential Support Worker	New Inductee - NVQ Level 3 Health and Social Care (CYP) QCF Level 5 Leadership and Management
Zero Hours Staff Team		
Kim Davies	Residential Support Worker	Working Towards - Level 3 Diploma in Health & Social Care (CYP)
Daniel Hawkins	Residential Support Worker	Working Towards – Social Work Degree
Tom Griffith	Residential Support Worker	Level 3 Diploma in Health & Social Care (CYP)

ADMISSION CRITERIA AND POLICY

7.1 Bryn Tirion Hall is primarily concerned with accepting young people between the ages of 7 to 18 years of age who have experienced ACE's, alongside social, emotional and behavioural difficulties. As Social Emotional and Behavioural Difficulties (SEBD) is a generic term it will frequently encompass a number of diagnosed or possibly undiagnosed developmental disorders or special educational needs including: SEMH, ADHD, Dyslexia, Dyspraxia, Dyscalculia, Language Difficulties, Opposition Defiant Disorder (ODD), Conduct Disorder (CD), Pathological Demand Avoidance (PDA) and Attachment Disorder (AD). We will therefore always consider a young person with other associated learning difficulties who for a number of reasons may benefit from the care and education we offer, together with any other needs that are the concern of parents/carers and the placing authority. We are unable to offer accommodation to young people who have significant physical disability or those requiring intimate personal care.

7.2 Our comprehensive referral procedure requires a detailed history of the young person, identifying the specific needs of the residential placement. A twelve week assessment will be undertaken following any new admission to the organisation, within the forum of a panel meeting with all relevant and interested parties represented. A further planning review will then take place to make longer term decisions as to whether the placement is suitable. If it is agreed at this review that the young person's needs are being met within the provision, then the placement is confirmed. The Senior Management Team will make the final decision to offer a place.

7.3 We will consider emergency placements on receipt of appropriate information, with the agreement to meet within a maximum of seventy-two hours of admission. All admissions are considered in relation to the composition and needs of the young people resident at the time.

7.4 The home admits young people and makes the decision on which house unit to place the individuals onto, based on the referral information received and the successful completion of the impact assessment. The criteria matching is an essential element to ensuring that young people's needs are met coming into the provision and for the on-going support of existing residents. The home has no restrictions in regards the mix of gender or age when considering placement.

ARRANGEMENTS TO PROTECT AND PROMOTE THE HEALTH OF CHILDREN

8.1 The prime responsibility for the good health of young people lies with our Registered Manager, the young person's keyworker and the residential staff acting as good parents. Staff at Bryn Tirion Hall aim to share this responsibility with the young person. Information on healthy living forms a key part of the daily routines. This is supported by the general culture of Bryn Tirion Hall which emphasises and promotes involvement in sports and outdoor pursuits.

8.2 As part of the admission process and before any placement is finalised, it is our expectation that we will be provided with a **comprehensive medical history and any medical requirements including a list of any medication currently prescribed**. This information is kept on file and is recorded in the placement plan. Additionally, a written health plan is held on the young person's case files, within the home.

8.3 The young person will be provided with verbal and written guidance and support in relation to issues such as substance misuse, smoking, sex education, sexual health and self-protection. Young people are not allowed to smoke. Use of alcohol, drugs (unless prescribed by a medical practitioner) or solvents is also prohibited.

8.4 On admission to Bryn Tirion Hall, the young person is registered with the local General Practitioner. Appointments are made to test the young person's eyesight and an appointment is made with a dentist to assess the young person's dental requirements. Subject to age and understanding, the young person may choose whether or not they are accompanied by a member of staff when being seen by a doctor, nurse or dentist.

8.5 All young people will be subject to an annual medical examination as part of the "Looked after Children" System. This is carried out by the LAC nurse who visits the home regularly and supports Bryn Tirion Hall staff in managing the health needs of the young people.

8.6 Support will be given to enable the young person to access other community medical or therapeutic services such as speech therapy, physiotherapy, or mental health services as required, including supporting the needs of young people from minority, ethnic and cultural groups. When a young person is ill, basic care will be provided within Bryn Tirion Hall. If for any reason nursing care is required then this will be provided after consultation between the placing authority, Bryn Tirion Hall, the medical practitioner, community nurse and local hospital and in consultation with the young person.

ARRANGEMENTS FOR EDUCATION AND PRIVATE STUDY

9.1 At Bryn Tirion Hall we have an on-site school. The overall aim of the school is to promote personal achievement and the realisation of each young person's potential. The educational provision at Bryn Tirion Hall School gives each young person the opportunity to fulfil their potential in a calm and supportive environment and to enjoy individual attention to address specific learning difficulties. To achieve this all the young people are involved in a structured daily education programme.

9.2 At Bryn Tirion Hall the role of education is seen as a very important part of helping young people succeed. We offer an academic, vocational, work-related and sporting / leisure curriculum. The school provides full access to the National Curriculum and a range of external examinations are offered at a variety of levels from Entry Level to GCSE.

9.3 Each young person will be individually assessed for their educational need and an Individual Education Plan implemented. We therefore feel confident that we can find an appropriate and rewarding route through the education system for each young person, allowing them to learn according to aptitude, needs interest and potential.

9.4 During each academic term, formal lessons and subject workshops take place between 9.00am and 3.15pm through Monday to Friday. Time is also allocated during the week for physical education, outdoor activities, educational visits and the attendance at off-site events. Literacy, Numeracy, and Information Technology provide the basis of the formal educational sessions. Each pupil's educational programme normally involves Humanities, Science, Drama, Art and Design, Design and Technology and Personal, Social and Health Education. The opportunity to study a Modern Foreign Language is available. Preparation for Work, Work Experience, the Environment, Society and the Future, together with Enterprise, are all elements of the educational programme.

9.5 Young people who are admitted to Bryn Tirion Hall School have not, usually, enjoyed a great deal of achievement or qualifications. The main aim of the school is to help each young person achieve qualifications at a level of which they are capable. For those who are capable of achieving academic or vocational qualifications, the school has in place courses leading to such qualifications.

9.6 Opportunity is given to access qualifications recognised on the National Qualifications Framework from entry level to GCSEs. Close links are maintained with other educational providers and colleges to facilitate additional qualifications. We also acknowledge how important it is that young persons' learn to achieve socially and that such achievement is recognised.

9.7 Within the context of formal education, young people have a personal achievement file that records progress and has examples of work in it. This is complemented by a record of a young person's achievement within the curriculum. Such records may simply be a photograph or a note from a member of staff formally recording an achievement, or may be formal certificates.

9.8 The education programme offers an exciting, creative and individual approach to education in order to meet the individual needs of each young person. In order to achieve this we implement, monitor and review an Individual Education Plan for each young person that

addresses their particular educational difficulties and provides strategies for remedying these difficulties.

9.9 Each plan defines targets for the young person to achieve and lists the possible resources, techniques and strategies that will be useful in reaching these goals. The desired outcome and achievement criteria are clearly stated and care is taken that the targets are SMART (Specific, Measurable, Achievable, Realistic and Time measurable) to avoid unrealistic and vague objectives.

ARRANGEMENTS TO PROMOTE HOBBIES, RECREATIONAL AND CULTURAL ACTIVITIES

10.1 Bryn Tirion Hall values all recreation and sport as a way of helping to develop the young person's outlook on life and to give them a variety of social options. Young people are encouraged and given age-appropriate opportunities to take part in activities and leisure interests which take account of their race, culture, language, religion, interest, abilities and disabilities. Due to the size of the home, we are able to support a young person in any sport or hobby in which they show a keen interest, after any appropriate risk assessment has been undertaken. These may include things like visits to swimming baths, drama groups, gym, bowling alleys, cinemas, dry ski slope, museums, camping, cycling etc.

10.2 Regular social and educational visits occur throughout the year. This involves providing more than simply offering "home" based activities. However, we do realise that some young people just want to "chill out" on site and there are facilities available, such as games consoles, ICT equipment and other recreational games to support this.

10.3 We recognise that participation in appropriate physical recreational, sporting and cultural activities are a positive medium for the development of self-esteem, self-determination and self-worth. They can be a positive tool for the engagement for young people with both the staff of Bryn Tirion Hall and with the wider local community. Young people are encouraged to take an active role in the planning of both individual and group activities. Staff will actively encourage young people to talk about, learn and gain from their experiences.

10.4 In the provision of both supervised and unsupervised activities, staff and those with parental responsibility will take into account the safety of young people at all times. A recorded risk assessment of all activities is held within the home. Any high-risk activity that is provided or arranged for the young people, will be supervised by person(s) holding the relevant qualification(s) to undertake responsibility for such a task.

10.5 Consideration is given to the individual circumstances of young people in watching films and television, in using computer games and accessing the Internet. Videos, games consoles and computer games may be watched / played only by young people of the intended age range. Access to all such media is supervised to ensure the safety and appropriateness of the content.

10.6 Birthdays, name days, cultural and religious festivals are celebrated where appropriate and young people participate with staff in planning these events together.

10.7 Leisure activities and areas in which a young person has or is able to develop talents or abilities are considered within the young person's Personal Plan and, where applicable at Care Planning Meetings and Reviews. It is important to promote a balanced lifestyle in relation to recreational pursuits.

10.8 Staff will consult those in the wider community who have particular knowledge about ethnic or cultural groups of which they themselves are unaware. This will ensure, as much as is reasonably possible, that appropriate advice, guidance and support is available.

10.9 We also make use of the excellent facilities in the surrounding area and give ample staff time and financial backing into encouraging participation in local pursuits. Playing areas at

the front of the house are suitable for football and other ball games. All activities and holidays are considered in relation to the needs of the individual.

ARRANGEMENTS FOR CHILDREN'S RELIGIOUS INSTRUCTION AND OBSERVANCE

11.1 Bryn Tirion Hall will actively support young people in receiving religious instruction where requested and ensure that opportunities are provided to support observance of their religion. Young people are encouraged to follow the particular requirements (such as dress, diet and prayer) that are part of their cultural needs.

11.2 Staff will support a young person in attending a place of worship, whether locally or in a neighbouring community. Where appropriate they will encourage the celebration of birthdays, name days, cultural and religious festivals, and the participation in customs and will involve the young person in the planning of these events. Appropriate literature and materials will be made available.

11.3 Subject to consultation with the young person, the placing authority and the family, arrangements can be made to seek an independent visitor to assist with religious instruction or maintain a positive identity to their chosen religion. Specialist advice will be sought where there is a need in relation to a young person's cultural, religious or language needs.

ARRANGEMENTS FOR CONSULTATION WITH YOUNG PERSONS IN RELATION TO THE HOME

12.1 We operate an inclusive environment where the views of the young people in our care are paramount in our decision making processes on all levels. Young people are actively encouraged and supported to influence their care and the way the Home is run. No young person is assumed to be unable to communicate their views.

12.2 Individual Keyworker meetings, with an open agenda, are held once a month. The basis of these forums is to encourage young people to review their experiences. Issues around bullying and our policy in this regard, holidays, routines, finance and menus are typical agenda items. These meetings are recorded and copies distributed to the young person in an appropriate format and if requested the relevant professionals involved in their lives. This does not negate the opportunity for an individual to discuss personal concerns with staff members. Indeed key worker sessions also enable young people to discuss their problems individually.

12.3 Keyworkers spend individual time with young people to facilitate a range of actions. Within this, careful consideration is given to ensuring that each individual young person is able to discuss the arrangements for their care.

12.4 Bryn Tirion Hall adopts an 'Open door' policy in relation to discussing feelings and concerns with all members of staff and young people. The senior management encourage and promote open forms of communication at all times and enable individuals to discuss matters freely with a person of their choice.

12.5 There is a comprehensive policy relating to the Complaints Procedure for young people within the home. This is clearly explained & details documented within the young person's guide, to ensure all individuals are aware of their rights and responsibilities. All complaints are received without prejudice.

12.6 The home ensures full consultation with all individuals who are connected with the home. This is done intermittently throughout the year via anonymous questionnaires & feedback forums. This covers receiving information regarding opinions & views of all aspects of the home.

12.7 The home has a facility for young people to consult directly and confidentially with the Care Leadership Team about any matter that may be concerning them. The home has two lockable 'Suggestion boxes' which are located at the entrance to each residential house whereby the young people can write to the managers and advise them of information they wish to share in a private and secure manner. The managers access the suggestions box on a daily basis (week days), thus enabling a prompt response to any issues raised. The young people are made aware of this process and the manner in which it can be utilised. This is a direct communication line to the managers of the home and the facility cannot be accessed by other staff members.

12.8 The home is committed to ensuring that young people are fully embedded in to the Anti-Bully ethos of the home and contribute to the reviewing of policy and implementing of procedures in their daily lives. As a result, the home has established an *Anti-Bully Committee*, who meet quarterly to review policy and activities in support of the initiative. Young people are

elected by their fellow residents to serve as an 'Anti-Bully Ambassador' for their home and this role is reviewed and refreshed yearly.

ARRANGEMENTS FOR CONTACT BETWEEN A YOUNG PERSON, THEIR PARENTS / CARERS, RELATIVES AND FRIENDS

13.1 Bryn Tirion Hall is committed to ensuring that young people are provided with support to maintain constructive contact with their families, friends and other people who play a significant role in their lives. All young people, along with their family and friends network, are encouraged to agree a plan of contact within the Personal Plan. By prior arrangement with the staff, visitors are welcome at all reasonable times during the day and evening, but not when young people should be attending education, other significant appointments or after the home has settled in the evening.

13.2 Bryn Tirion Hall will ensure that the young person is provided with practical support to enable such contact to take place. This can incorporate contact by letter and telephone, face to face contact or third party contact via an intermediary. The home will facilitate and host contact and we aim to ensure that we provide a welcoming, comfortable and positive environment for such contact to take place. If privacy is required then this can be provided in the home, subject to any guidance or restrictions identified in the Risk Assessment / Personal Plan. Bryn Tirion Hall is willing to assist with contact off site, including contact in the young person's home area where applicable. Supervision can be provided if requested. If supervision is required, then this can be provided by staff in the home as deemed appropriate.

13.3 A court may order specific contact conditions, including no direct contact, or that contact must be supervised (usually under Section 34 of the Children Act 1989 or within criminal case matters). In this case, all orders will be followed. Private facilities can be made flexibly available for each young person to maintain contact.

13.4 A young person will not spend any time away from the home with friends or family unless prior authorisation has been received from the placing authority.

13.5 All aspects of contact will be agreed and confirmed through discussion with the young person, their placing authority and the home.

13.6 All visits to the home are recorded in line with regulation.

MEDICATION ADMINISTRATION

14.1 Staff will support the administration of medication that is required by a condition for which a doctor's prescription has been sought and prior consent being given by parents / Local Authority. This will only be carried out by a competent, designated member of staff.

All prescriptions administered according to doctors' advice and recorded in the dedicated medication logs.

- Low-level (homely) remedies may be administered but also recorded in log.
- No medication may be used without prior consultation to the log.

14.2 The home will ensure that all medication is safely secured and monitored in line with regulations, policy and procedure.

BEHAVIOURAL MANAGEMENT

15.1 All behaviour has a function and is a communication that should be respected as such. Young people need adults who can be thoughtful about their presented behaviours and promote a level of understanding together with a discussion of the impact their behaviour has on themselves and others, whilst working within an environment with clear boundaries and expectations. We offer an environment that allows new behaviour patterns to emerge, to rehearse and reinforce positive constructive behaviour.

15.2 At Bryn Tirion Hall we believe that positive attitudes and behaviours are developed through the use of understanding and appropriate responses, in the form of rewards, praise and encouragement and the recognition of good behaviour. We ensure that all the young people and the adults who care for them are involved as to what constitutes appropriate behaviour and how we as a group should respond to incidents of poor behaviour.

15.3 An effective rewards system is an important tool in supporting young people to develop appropriate behaviour patterns. At Bryn Tirion Hall we have a number of different rewards that are used to praise and celebrate good work, effort and positive behaviours. We have also implemented a 'Positive Rewards Book', which is a method of monitoring exceptional behaviour and rewarding it immediately and on Ty Powys, we have developed a 'Kindness Tree', as a visual aid to promote positive peer relationships and reward acts of kindness. Sanctions are applied in a consistent fashion and records are kept of all sanctions implemented.

15.4 In order to maintain a safe living environment, we recognise that there may be times when the use of physical intervention is necessary in order to keep staff, young people and others safe and free from harm. All members of staff are trained in the safe use of PRICE (Protecting Rights In a Caring Environment) approved techniques. The organisation has five of its own, fully qualified PRICE instructors, (accredited by BILD) who deliver extensive training at point of induction and refresher training to all staff annually. A significant part of the training is focused on the de-escalation / diffusion of incidents and the law in relation to physical intervention.

15.5 Use of Appropriate Sanctions

Sanctions are used as part of a process, to promote a sense of reparation or restitution, the idea that mistakes can be repaired or 'made better'. The most significant sanction or consequence available to staff is our ability, within the context of a strong and meaningful relationship, to express our disapproval of unwanted behaviours and attitudes. However, given the trauma and attachment histories of young people in our care and their need to test out relationships and boundaries as part of their adolescent development, we expect that there will be occasions where more tangible sanctions and consequences are needed to reinforce appropriate behaviour and personal responsibility. When this is the case, the sanction must be appropriate to the young person and their level of understanding and where possible form a part of their individual behaviour support plan. A full list of the homes approved and non-approved sanctions are documented within the behaviour management policy.

15.6 Use of Physical Intervention

Physical Intervention is only used as a last resort where there is a clear and identified risk of significant harm to a young person, staff member or other persons, or where there is a risk of significant damage to property with the consequence of harm. Any physical intervention must be a proportionate response to the risk, use the minimum required force and be for the minimum duration of time. All incidents of physical intervention are fully recorded and investigated. A reflection review takes place with the young person involved as part of this investigation. Any available CCTV footage is reviewed and recommendations made accordingly.

The “Behaviour Management” policy is given to each member of staff as part of their induction package and copies are held in the main office and on the organisations intranet.

15.7 Non-permissible disciplinary methods

In accordance with the ***The Regulated Services (Wales) Regulations 2017***. None of the disciplinary measures prohibited under Regulation 30 (Prohibition of the use of corporal punishment) are permitted within Bryn Tirion Hall. Additional regard is kept in respect of Regulation 29 (The appropriate use of control and restraint) and no young person is permitted to be subject to corporal punishment, deprived of food or drink, have restrictions placed on appropriate access to family, the wearing of distinctive clothing, physical restrictions imposed by the environment, deprivation of sleep or intimate physical searches.

15.8 Electronic Surveillance

The young people’s bedroom doors, as well as landing doors throughout the ‘units’, are alarmed at night. Young persons have access to their own individual bedrooms with keys. Staff sleeping in at each location have an alarm panel alerting them to any movement in the building at night.

15.9 Throughout the public area of the site there are CCTV surveillance and digital non-tape recording systems for corridors, landings and external areas. They exist for the protection of young people and staff and are designed not to interfere with any individual’s right to privacy. All recordings and access to them are held in line with Home Office regulations. Where appropriate, the CCTV footage is used as part of any investigation including the review of any physical intervention. Camera surveillance is only permitted within the communal areas of the home.

15.10 Monitoring of Records of Physical Intervention and Sanctions

All incidents, physical interventions and sanctions are monitored on a weekly basis by the management team. These monitoring meetings are used to identify any patterns in incidents that would require a review of the homes’ procedures, young persons’ placement plan, young person’s risk management form or any other action to be taken. Comments will be made on the appropriateness of individuals using physical intervention / sanctions and any subsequent action taken will be noted and signatures / dates against each entry will be made to confirm monitoring has taken place

COMPLAINTS PROCEDURE

16.1 All young people in residence are informed on how to make a complaint. This is clearly stated in the young person's guide that is given to the individual upon admission. The key worker as a matter of policy will have drawn it to their attention on their arrival to the home. This also applies to the 'list of right's', which we give in the young person's guide. This helps to formulate in the young persons' mind when they feel they have legitimate grounds for complaint.

16.2 All issues arising as a result of a complaint will be addressed seriously and promptly with the complainant fully appraised of progress. A record of these complaints and there outcomes will be held by the Registered Manager within the home. This is line with the homes policy and procedure.

16.3 The staff team, during their induction period, ensure that they are made aware of the policy and procedures to make a complaint. The home also has a full staff disciplinary procedure in place. This can be found in the Employee Handbook and clearly demonstrates the process.

16.4 There will be a regular review into complaints records, to ensure satisfactory compliance.

16.5 There is also an external complaints and representations procedure which is in order to ascertain the views and representations from external agencies and individuals. A hard copy of the policy can be found within the home as well as an electronic version on the organisations intranet and website.

16.6 The home have installed '*Suggestion boxes*' which are located at the entrance to each house unit. The purpose of the box is to promote young people's communication with the Care Leadership Team and to demonstrate the transparent process for young people to advise the managers of the home of concerns, wishes, opinions and thoughts they may have in regards any aspect of their care and life. The suggestion box is a secure facility which is only accessed by the Care Leadership Team on a daily basis and responses given within the correct timeframes.

REVIEWS

17.1 Bryn Tirion Hall has set procedures for the holding of reviews. Normally they will be held every three months and at no more than six monthly intervals. The aim of the statutory review is to ascertain the continuing viability and suitability of the placement and to discuss the implementation of new strategies with the knowledge and agreement of all concerned parties, particularly the young person involved. All subsequent outcomes as a result of a review, will be implemented within the home and by the staff, within agreed timescales.

17.2 Bryn Tirion Hall will facilitate all review meetings as a matter of course and ensure the young person is at the forefront of all meetings relating to their care and development. They will be fully supported in attending and having their thoughts and wishes promoted.

17.3 The home will ensure it has a copy of the young person's statutory review minutes, held in their individual case files. These are also made available to the young person.

COMMUNICATION

18.1 All the young people at the home attend a house meeting on a monthly basis and are afforded the chance, as a group, to contribute to many areas of the home. Issues around bullying and our policy in this regard, holidays, routines, finance and menus are typical agenda items. These meetings are recorded and minutes distributed to all in attendance in a format that is understandable.

18.2 This does not negate the opportunity for an individual to discuss personal concerns with staff members. Key worker sessions also enable young people to discuss their problems individually.

18.3 In accordance with regulation the home will support monthly staff meetings to ensure all staff fully informed of current working practice, changes in legislation and changes in placement planning for the young people. A copy of all minutes are accessible to staff.

18.4 The home promotes positive and effective communication with all professionals and agencies who are integral to the care and development of the young people accommodated within the home. This multi-agency work approach is essential to the successful support of the young person.

18.5 The organisation has a comprehensive, effective and secure communication network system, which consists of telephones, intranet and shared computer drives, which are accessible by authorised personnel only. These systems have proved invaluable in maintaining excellent communication between individuals.

18.6 See also the 'suggestion box' system (16.6).

18.7 The home is committed to ensuring that there is a proactive approach with regards to the language needs of the young people and this is identified and forms an integral part of the quality of care within the provision. As such the home provides a child centred approach to encouraging the use of the Welsh language and are working towards the Active Offer. There is an understanding within the home that young people will not have to request a preferred channel of communication and that it will be offered as standard, to ensure the individual is at the core of services.

ARRANGEMENTS WHEN YOUNG PEOPLE GO MISSING

19.1 The vulnerability and risks displayed to themselves and others by the young people in our care means that any unauthorised absence of an individual is taken very seriously. Any unauthorised absence from the home or from an activity away from the home, will be treated as absconding and the police and placing authority will be informed once all efforts have been exhausted in immediately locating the young person. Parents and significant others will be informed only after consultation with the placing authority.

The reasons for unauthorised absence are varied and complex and should not be viewed in isolation from their home circumstances, their trauma history or from their experience of care. Every unauthorised absence should therefore be given proper attention from staff. It is important that all professionals dealing with an unauthorised absence of a young person should collaborate to give a consistent and coherent response, despite any differentiations across borders.

When a young person is considered likely to go missing the Registered Manager will, after consultation with other professionals, agree procedures to reduce the likelihood of this happening. This will be recorded on the young person's Risk Management Form and in the Risk Assessment / Placement Plan.

Additional to the internal support mechanism for the young person, there has been a significant relationship established between the service and the local Wrexham and Flintshire police force.

All unauthorised absences from the home are recorded on the organisations Incident and Significant Event form. This details the actions of the staff, circumstances of the young person and all communication between the home and all authorised personnel in conjunction with the young person. This is in accordance with the **All Wales Child Protection Procedures 2008**.

The home will also maintain communication with all schools and colleges attended by the young people, in order to monitor attendance.

SAFEKEEPING PROCEDURES

20.1 Bryn Tirion Hall fully recognises its responsibilities for safeguarding the young people in our care. All staff at Bryn Tirion Hall will be made aware of the homes' safeguarding policy and receive regular safeguarding training and updates during their employment to ensure their full understanding and responsibility within the process. The policy is written in line with the "**All Wales Child Protection Procedures 2008**", which sets out common standards for all of Wales to guide work in child protection, to make clear how agencies should work together, and to ensure that practice is consistent and of a high quality. We are committed to the safety of the young people we have in our care and to fully co-operate with other agencies in the interests of safeguarding young people. Additionally, Regulations 26 – 31 within **The Regulated Services (Wales) Regulations 2017 - Part 8 - Requirements on service providers – Safeguarding**, ensures that the service captures the requirements laid out in statute and works in accordance with this requirement.

20.2 All staff within the provision have received training in Safeguarding in accordance with their responsibility and Senior designated safeguarding officers have received extensive training to ensure that they are appropriately informed in their decision making and action planning for young people.

20.3 The home has a comprehensive safeguarding policy which details the systems within the home and intent of promoting the safety and wellbeing of all young people. This is in accordance with current legislative requirements. Within this policy there is clear guidance for dealing with disclosures or suspicions of abuse and the correct process for referring such incidents to the relevant authorities. A hard copy is maintained within the home and can also be located on the organisations intranet system. This is reviewed annually by the Registered Manager.

20.4 The home ensures that the staff team are abreast with changes in safeguarding legislation and have accessibility to the updated safeguarding policy at all times. There are clear avenues to ensure that reportable incidents are dealt with promptly and competently and that staff are fully supported when raising concerns. This information is held within the homes whistleblowing policy.

20.5 The Safeguarding Officers for Bryn Tirion Hall are:

Roger Chadwick – Registered manager

Elizabeth Williams – Assistant Manager

Robert Newcombe – Assistant Manager

FIRE PROCEDURES

- 21.1 At Bryn Tirion Hall, we have robust systems in place in the event of a fire and there is clear guidance for staff and young people should they be required to evacuate the building. This information is held within the Health and Safety policy.
- 21.2 Such guidance will assist the staff and ensure all young people are adequately safeguarded in the event of an emergency within the home.
- 21.3 As part of the induction process, all staff are given the relevant information regarding fire procedures and training on the use of fire extinguishers.
- 21.4 Senior Designated managers of the home have received additional Fire Marshall training.
- 21.5 The home has a comprehensive Fire Policy and Evacuation Procedure, which all staff are made aware of and requested to read during their induction process.
- 21.6 At Bryn Tirion Hall, we carry out fire drills at least four times a year, which involve either full evacuation from the building or phased evacuation to a safe zone within the building. These drills simulate conditions where an escape route is blocked.
- 21.7 All fire drills are documented to include the date of the exercise, the duration of the evacuation, the name of the persons involved in the evacuation and if there were any problems identified and the proposals to rectify them for the future.
- 21.8 We also hold interim fire evacuation drills within the first week of a new young person's admission into the home.
- 21.9 Weekly tests of the fire points are also carried out, to ensure all call points are in sound working order.

Reviewed and Updated: 8th November 2019

Next Scheduled Review: January 2020