

# NewsUpdate

www.brynmelyncare.com

Bryn Melyn Care Newsletter September 2011



## Adding Value

Welcome to the latest edition of the Bryn Melyn Care newsletter... perhaps unsurprisingly, there are no prizes for guessing the main issues that we're all currently talking about here; in the light of unprecedented cuts in public spending the whole sector is having to adapt to a changing landscape with ever greater pressure on placements and fees. We know that our model of intensively staffed small homes, our own independent schools and an in-house team of psychologists and psychotherapists is not the cheapest way to provide care and education to young people. With the most profound and complex needs, however, we know that it works and that in difficult times, the incredible outcomes and greater placement stability that it delivers are more important than ever before. At the same time, we have been working hard with our local authority partners to achieve reductions in costs and these are being passed on in the form of lower fees.

Although everyone appreciates that it's a tough world out there, Bryn Melyn Care is still investing in the future and expanding the range of services that we're able to offer young people. In particular, we've been mindful of the widening 14 to 19 agenda and in response to this, we have just completed and opened Phase One of our Gateway Vocational Training and Education Centre... please see inside for news and pictures of this exciting development.

Last year, we were proud to celebrate our 25th year in business but life at Bryn Melyn Care never stands still. We are constantly looking at what we do, planning for the future and seeking to improve the life chances of the young people that live with us. There's space for just a small selection from the amazing things that happen every day here at Bryn Melyn Care and I hope that it stimulates your interest to find out more... please feel free to get in touch or have a look at our website.



Steve Nevitt  
Managing Director, Bryn Melyn Care Ltd

**Working with young people who display sexually harmful behaviour**  
Page 2

**Bryn Melyn Care's new training centre now open!**  
Page 3

**Smallbrook's 'outstanding' performance**  
Page 4

**Outcomes project**  
Page 5

**Education Celebration Day**  
Page 6

**Young person's story**  
Page 7

**Crisis and assessment programme**  
Page 8

## Your views, as ever, are welcome

Write to Bryn Melyn Care, 2 High Street, Dawley, Telford TF4 2ET, or tel 01952 504715 or email enquiries@brynmelyncare.com



Registered with  
CSSIW



Ofsted  
registered



# Working with young people who display sexually harmful behaviour

Bryn Melyn Care has a long track record in working with young people who display sexually harmful behaviour; and provides a comprehensive and up to date service.

Bryn Melyn Care has provided specialist residential care for young people with complex needs and challenging behaviour for more than 25 years; and a key part of its specialist provision has been working with young people who display sexually harmful behaviour (SHB).

Bryn Melyn Care's model of working with young people who display SHB focuses on providing a specialist clinical service within the context of integrated and holistic residential childcare. The specialist residential care provides an attachment-informed and therapeutic home for each young person who then has access to specialist education and clinical services that have extensive experience of working with SHB. Often the clinical staff work closely with Personal, Social, Health and Economic (PSHE) teachers to ensure that the educational and intervention work are coordinated and planned jointly.

#### Specialist clinical services

The Clinical Service at Bryn Melyn Care is an entirely in-house facility, employing forensic psychologists and psychotherapists.

The forensic psychologists have extensive experience of working with young people who display sexually harmful behaviour, experience gained in secure and community settings. They are skilled in:

- Assessing risk of SHB using specialist assessment tools which inform understanding of risk and its management.
- Managing risk of SHB; using assessment and formulation to advise on the management of risk within Bryn Melyn's care and education settings.
- Identifying treatment and therapeutic needs and meeting these needs using evidence-based models and practice.
- Training others in risk and need.

The psychotherapists within the team bring a diverse range of skills and models to Bryn Melyn Care's work with young people displaying SHB including cognitive-behavioural, person-centred, creative and integrated movement therapies.

The work of the Clinical Service in relation to sexually harmful behaviour is responsive and flexible; taking into account each young person's other needs and behaviours which co-exist with their SHB; working, for example, with young people with learning difficulties. The service is able to provide specialist assessments, for example, assessment of intellectual functioning which enhance management and treatment of young people who display SHB.

The Clinical Service works closely with care and education, sharing information, advising on risk management and intervention strategies, supporting other staff to understand the significance of behaviours, supporting ongoing monitoring of behaviour and continuous assessment of risk.

What this means for our young people, is that risk is actively managed and contained. They are not separated out from their peers because of one problematic aspect of their behaviour; it means that they lead full and active lives, they are involved in their communities and they go to a full-time school with a wide and varied curriculum.

Bryn Melyn Care works closely with other agencies and services to ensure that young people with SHB experience a joined-up service from the professionals working around them. We work closely with MAPPA, Youth Offending, and CAMHS services; balancing carefully the needs of the young people with protection of the public.

For further information on SHB services at Bryn Melyn Care, please contact  
**01952 504715**

## Bryn Melyn Care's new training centre now open

Bryn Melyn Care is underlining its confidence in the future by investing £100,000 in the development of a new vocational training centre which will put the organisation at the forefront of education and vocational learning within the UK care sector.

Bryn Melyn Care already operates two independent schools: Acorn and Smallbrook.

A former carpentry manufacturing facility in Wem, North Shropshire is being transformed into a state-of-the-art facility that will deliver training and education from 14 classrooms, a wide range of training areas, a sports hall and offices.

The first phase of the Gateway Vocational Training & Education Centre was completed in February when it opened its doors to the first intake of young people currently looked after by Bryn Melyn Care.

The young people are pursuing skills and qualifications within a purpose designed learning environment featuring state-of-the-art facilities for woodworking, painting and decorating, and motor vehicle mechanics.

A second phase, due to be opened next year, will offer training in construction and the built environment; environmental and land-based studies; hair and beauty studies; hospitality and catering, and sport and active leisure.

The centre will provide nationally-recognised City & Guilds-accredited training supported through work experience placements and shadowing.

All training will include an emphasis on literacy, numeracy and ICT, and will include added-value support in CV preparation, interviewing and careers information.

"This is a milestone development and a worthy celebration of our 25th anniversary," said Bryn Melyn Care's Director of Education, Sarah Morgan.

"The centre will help disadvantaged young people connect their learning with the world of work. It will help them develop skills that employers value and enable them to make more informed choices about their future career options."

Sarah added: "It will also help young people to be more motivated and confident."

The new facility underlines Bryn Melyn Care's commitment to extending its education provision to further support the achievements of Looked after Children and to reduce the outcomes gap for children from disadvantaged groups.



Paula Hubble and Steve Nevitt with one of the students celebrating the official opening with a tree planting ceremony.

This is also in line with the Government's 14 - 19 agenda to combine academic learning with practical skills.

**This summer, Gateway VTEC was the venue for an exciting initiative working in partnership with the Youth Justice Service in one of our neighbouring local authority areas to deliver a summer activity programme to provide accredited educational outcomes and learning opportunities for children on Intensive Supervision and Surveillance Programmes (ISSP) and young people Not in Education, Employment, or Training (NEET)**

*The programme included motor mechanics, creative arts, bushcraft and outdoor education. All aspects of the activity programme have been designed to provide nationally recognised accreditation available on the Qualification Curriculum Framework (QCF).*

**Completion of this activity programme will provide the City & Guilds Skills for Working Life Award and/or OCR Life & Living Skills depending on attendance and completion of the activities set. The programme is designed to ensure nationally recognised outcomes are attainable by all.**



## Smallbrook's 'Outstanding' performance

**Bryn Melyn Care's Smallbrook School has been praised for its 'outstanding' curriculum and high quality teaching.**

Smallbrook School delivers education for 18 boys and girls aged 11 to 19 years. According to the recent Ofsted report, pupils at the recently renovated school in Whitchurch, Shropshire, enjoy their lessons so much that they're in no hurry to leave school at the end of the day!

Inspectors described teaching at the school as 'a considerable strength' adding that relationships between staff and students are also 'outstanding'.

The report follows a visit by the Ofsted inspection team in December last year. Inspectors also commented: "Teachers universally show good subject knowledge, plan their lessons well and make them interesting and relevant to students' needs and interests."

The report praises the one-to-one teaching, often with the added benefit of care worker support, which results in 'a professional, tutorial-like atmosphere in which every moment of the lesson is tailored to meet the individual's needs.'

The Ofsted report also praises the high quality provision for art, music and media studies and adds that physical health is 'strongly promoted' through a wide range of activities such as outdoor education, sports reward activities and the emphasis on healthy eating. The school has already been presented with the Platinum Healthy Eating Award.

The inspectors added:

"The curriculum prepares students very well for the next steps in their lives and for the opportunities, responsibilities and experiences of adult life. Outstanding consideration is given to each student's individual needs and well-being."

Bryn Melyn Care's Director of Education, Sarah Morgan was delighted with the report's findings.

"The Inspectors' comments reflect the strong focus within Bryn Melyn Care on delivering the highest standards of education provision. They are also a tribute to the efforts and commitment of our in-house education team."

Bryn Melyn Care also operates Acorn School in Telford and recently opened the Gateway Vocational Training & Education Centre. See page 3 for details.



 Smallbrook School

## Chris Taylor, Clinical Service Manager, Bryn Melyn Care

**Bryn Melyn Care is pleased to announce the appointment of Chris Taylor. Chris is responsible for managing Bryn Melyn Care's Clinical Service, providing line management and case consultancy to the clinical team and contributing to comprehensive assessments and therapeutic planning, and continuing to develop Bryn Melyn Care's holistic and integrated therapeutic approach.**



Chris has over 20 year's professional experience of working therapeutically with young people who have experienced trauma, and is published in the field (A Practical Guide to Caring for Children and Teenagers with Attachment Difficulties, 2010, Jessica Kingsley, London and Philadelphia). He has developed a model of therapeutic care rooted in attachment theory, psychodynamic thinking, cognitive and social psychology, and social learning theory, and provided training, practice development and consultancy on attachment-informed parenting, trauma recovery and therapeutic care to residential staff, foster carers, social workers, educators and managers in the public, private and voluntary sectors.

In collaboration with Tier 4 CAMHS Chris developed a joint-working model of residential care and mental health for personality disorders, post-traumatic stress, self-harm, and suicidal behaviours.

Chris holds a Master's Degree in Psychology, an Advanced Diploma in Child Development, a Postgraduate Certificate in Social Science, and a BSc (Hons). He has a Diploma in Cognitive Behavioural Therapy (CBT) and a Diploma in Counselling. In addition, he has a range of experience in residential care and an adult teaching certificate.

Chris joined Bryn Melyn Care as the Clinical Service Manager in June 2011.

# Developing an outcomes model for young people with complex needs

Working in partnership with the University of Wolverhampton, via a government backed Knowledge Transfer Partnership (KTP), Bryn Melyn Care's groundbreaking initiative to develop an outcomes measurement tool, that in time will help the whole sector to better understand and measure the effectiveness of their chosen interventions, is now in its second year. Jodie Freeman, the project researcher, has completed and submitted for publication her literature review and has now embarked on work to develop the assessment toolkit.

## What have been your findings so far?

There is not much published that directly relates to the work that we do as professional care workers in intensive therapeutic care, although much more around mental health, youth justice and secure settings that are related areas.

## What has your research covered?

Research has included the academic work available, grey reports (government papers and charity reports). To develop an understanding of current work and to define therapeutic intensive compared to the rest of placements. Also, looking at the different models and approaches and the target groups; researching the different approaches of intensive therapeutic models and the variety of methods i.e. as defined by Tavistock and social pedagogic approaches.

## What is the focus for your work now?

I am carrying out research into practice with young people over the last twelve months in this next stage.

## Bringing research into practice

### Aims and objectives

- A three-year jointly-funded KTP with the University of Wolverhampton and Bryn Melyn Care to create a comprehensive outcomes framework based on young people with complex issues in specialised residential placements.
- To evaluate and replicate current best practice within Bryn Melyn Care and further improve practice and service provision.
- To create an assessment toolkit to use within Bryn Melyn Care and other similar residential settings.

## Methodology

### Qualitative data

Interviews with clinical, educational and therapeutic care team members around each young person.

Interviews will evaluate the three strands of practice within the admissions procedure; care, clinical and educational input and also, the placement ending routine. This is to include the process, the evaluation and future practice.

Focus groups will explore the main themes and issues uncovered within the interviews.

### Quantitative data

- Documentation
- Assessment toolkit

## What are the potential benefits?

It will benefit young people in therapeutic residential care as the most effective interventions and care packages will be identified and consequently used to improve the quality of service provision for all young people in similar environments.

The study will develop a contextualised understanding of outcome measurement models and their ability to demonstrate the social return on investment.

The study will encourage Bryn Melyn Care to become more sensitive to future changes in policy, practice, and statements of best practice, ensuring that service provision is proactively amended to reflect any change.



Knowledge  
Transfer  
Partnerships

# Stop Press... Stop Press... Stop Press...

In our January 2010 update, we were proud to announce that our first cohort of students had been enrolled on the Foundation Degree in Therapeutic Child-Care at Glyndwr University in Wrexham.

Incredibly, they are already about to finish their studies and we will be holding a celebration event after their graduation ceremony on the 27th October. Managing Director Steve Nevitt says "We are all extremely proud of the achievements of our students and have already seen the difference that this qualification is making to practice across our organisation. However, this is only the start and we intend that the degree will become a cornerstone of our programme of learning and development for all staff."



# Education Celebration Day

Bryn Melyn Care marked the end of the academic year in style recently with a Celebration Day that brought together young people from our two schools and students from our Gateway Vocational Training and Education Centre.

A local town hall was hired for the day and decorated with the young people's art-work, and there were live and video performances of some of the fantastic work that they had done throughout the year. Certificates were awarded to everyone to mark the wide range of nationally recognised qualifications that had been achieved and it was particularly pleasing to be able to welcome a number of parents and social workers to share the celebrations.

At Bryn Melyn Care, we are incredibly proud of our education and training provision and the contribution that it makes to improve the life chances of the young people that live here. We demand high standards of attainment and

behaviour and are achieving levels of attendance that are comparable with mainstream schools. Our ethos is to provide a positive educational experience for all children and to actively support inclusion, and this was clearly in evidence as they loudly cheered and applauded each others' achievements during an unforgettable day.

Director of Education, Learning and Development Sarah Morgan says, "It is the motivation of the young people, the professional support from care teams and the dedication of all school related staff that will continue to provide excellent opportunities for the amazing young people that Bryn Melyn cares for."



Pictured (left to right) Sarah Morgan, Director of Education, Learning and Development; Tom Ellision, Director of Operations; Peter Sinclair, Head Teacher, Smallbrook School; Steve Nevitt, Managing Director, Bryn Melyn Care; Paula Hubble, Vocational Training Manger, Gateway VTEC; Jan Rogers, Head Teacher, Acorn School.



# Tommy's Story...

Tommy initially came to Bryn Melyn Care for a short assessment period. Prior to coming to us Tommy was living at home with his Mum and her boyfriend however it was clear that Mum was struggling to manage some of Tommy's aggressive and challenging behaviours. Mum had also highlighted that she was concerned with some minimal inappropriate sexualised behaviours he had displayed towards her within the home.

**Tommy settled straight into a structured environment which ensured that his time was filled with education and activity. During the early stages contact with Mum and family was restricted to get a clear picture of Tommy's needs.**

Immediately Tommy settled well into the routines within the home and displayed very little of his known behaviours due to his solid and structured environment. After Tommy's assessment period ended it was felt that he should continue to benefit from a placement to support him to develop, to learn better coping mechanisms, avoid negative behaviours and also to work in supporting Mum with a view to return Tommy to her care.

Over the next period staff worked closely with Tommy in building understanding of appropriate relationships and how to interact acceptably in such relationships. Tommy was challenged but also educated on inappropriate touch. The staff team worked closely with Mum to support and educate on boundary setting and challenging difficult behaviour and contact increased through a structured model initially beginning with supervised contact until it was clear Mum had gained confidence and was able to manage unsupervised sessions.



During Tommy's time with Bryn Melyn Care he grew from a younger boy into a respectful teenager with a strong identity and a positive self esteem. Tommy thrived at one of our schools, he attained 100% attendance, taking many exams and passing them and gaining recognised qualifications which are transferable to his new school placement. Tommy also had a piece of artwork submitted into the famous 'Flourish' exhibition during his time at Acorn school. During Tommy's period at Bryn Melyn Care he had the opportunity to experience and fulfill new challenges such as going canoeing or making new friends. He also enjoyed time learning to live with other young people and developed his life skills in sharing. He also developed strong relationships with his team some of who were able to remain working with him for his entire period at Bryn Melyn Care.

Nine months into Tommy's placement it was assessed that both he and Mum were both ready and able to live together again. Mum's confidence in her ability as a 'Mum and disciplinarian' had developed and she was regularly setting small boundaries during contact visits for Tommy to maintain. Tommy's few outbursts that had been seen at his care home had been discussed and Tommy understood appropriate ways to react in difficult situations in the future, he has also shown an ability to manage his emotions throughout his placement.

**The early intervention into Tommy's care and subsequent immediate placement within Bryn Melyn Care for this short period enabled Tommy to change the pathway he was heading down, reducing the need for him to spend the remainder of his childhood in a residential care placement.**

## Results: Placement stability

The average age of children and young people on admittance to Bryn Melyn Care is 14 years, usually following multiple placement breakdowns and with multiple and complex needs.

The percentage of stable placements (percentage of young people whose placements have run their full course or are still stable) is consistently high, above 90%.

**Average length of stay for leavers.**  
(figures include short term 62 day emergency only placements)

**Average length of stay for long term only placements.**

NEF report, A False Economy, included Bryn Melyn Care in its research and recognised our success in maintaining long term placements, against an average of 28 weeks for other care provision, including foster care.

2010

2011

93%

100%

60 weeks

86 weeks

70 weeks

102 weeks

# Bryn Melyn Care Crisis and Assessment Programme

The Meadows is registered with CSSIW (**Care and Social Services Inspectorate Wales**) to accommodate three children or young people aged 12-18 years. This home is located in North Wales within the Snowdonia National Park.

The Meadows provides a six-week therapeutic treatment programme that includes adventurous outdoor activities. The Meadows is registered with the Adventure Activity Licensing Authority (AALA) as licence holders, and residential care staff are also qualified and experienced in various outdoor pursuits. All staff are trained and qualified in Therapeutic Crisis Intervention (TCI) which is the accredited behaviour management model used to support the children and young people.

The Meadows short term crisis intervention and assessment placement provides time and space for children, families, and local authorities to plan for longer term appropriate placements.

## What the regulators say

This inspection has found that young people using this service are provided with a very good standard of care, which is flexible and is responsive to their individual needs and preferences.

Evidence of good practice was seen in the key worker consultation records, which clearly demonstrate the involvement of young people in the decisions being made about their lives, in the quality of reports for statutory reviews and in the support provided to a young person with a significant health issue.

An independent advocate has made very positive comments on the quality of care provided at the home.

**Meadows inspection by CCSIW, January 2011**

Crisis Assessment Centre - Snowdonia National Park



# Bryn Melyn Care at a glance...

We work with young people who have often **experienced multiple placement breakdowns**, and for whom other settings have failed adequately to contain or respond to the underlying emotional needs that lead to the individuals' **challenging behaviour**.

Through **comprehensive assessment, careful multi-disciplinary care planning** and the close management of a high level of **specialist therapeutic resources**, we ensure that **care, education and clinical services** combine to deliver placement stability and treatment programmes that can bring **positive outcomes**.

## Integrated services delivering placement stability and outcomes for young people with complex needs.



Crisis intervention and assessment



Therapy and clinical services



Outreach and independent living support



Short and longer-term therapeutic care



Independent education



Specialist services

If you would like further information please email [enquiries@brynmelyncare.com](mailto:enquiries@brynmelyncare.com) or telephone **01952 504715**