

Annual Return 2022/2023

Provider Information to be published

The following information relates to information CIW held about this provider and its associated services on the 31st March 2023.

This section has been completed for you. There are no actions to complete. This information displayed will be included in the published Annual Return.

Provider name:	Together Stronger (south wales) ltd	
The provider was registered on:	10/06/2022	
The following lists the provider conditions:	There are no imposed conditions associated to this provider	
The regulated services delivered by this provider were:	Sea Breeze	
	Service Type	Care Home Service
	Type of Care	Childrens Home
	Approval Date	10/06/2022
	Responsible Individual(s)	Michael Morrissey
	Manager(s)	David Power
	Maximum number of places	4
	Service Conditions	There are no conditions associated to this service

Training and Workforce Planning

Describe the arrangements in place during the last financial year for identifying, planning and meeting the training needs of staff employed by the service provider	During new staff induction there is a robust training plan some of it is classroom based whilst others are undertaken through Social Care TV, Safe holding training is carried out for new staff with annual refreshers available for current staff. Quarterly training plan is in place which concentrates on our model and therapeutic training this is carried out by DGF Phycology. The manager monitors individual staff training needs and attendance through supervisions which are recorded.
Describe the arrangements in place during the last financial year for the recruitment and retention of staff employed by the service provider	Our recruitment system has been reviewed over the past few months to ensure that we are able to attract the calibre of staff required and reduce our staff turnover, outcome of the review was to employ a HR Manager who is working with the Senior Management to ensure that our recruitment procedures are robust. As part of our Quality Assurance audit staff are sent questionnaires these are analysed in order for us to action any concerns the staff may have.

Service Profile

Service Details

Name of Service	Sea Breeze
Telephone Number	07968176778
What is/are the main language(s) through which your service is provided?	English Medium
Other languages used in the provision of the service	

Service Provision

People Supported

How many people in total did the service provide care and support to during the last financial year?	6
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Fees Charged

The minimum weekly fee payable during the last financial year?	5600.00
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The maximum weekly fee payable during the last financial year?	7800.00
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Complaints

What was the total number of formal complaints made during the last financial year?	2
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Number of active complaints outstanding	0
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Number of complaints upheld	2
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Number of complaints partially upheld	2
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Number of complaints not upheld	0
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What arrangements were made for consulting people who use the service about the operation of the service during the last financial year?	As part of our Quality Assurance process questionnaires regarding different elements of the service were sent out to young people, social workers, staff, parents, commissioning teams and psychologists. The questionnaires are different and are relevant to the each stakeholder. The results are collated and a report was drafted a ll points a view were taken on board this also gave us the foundation to look at various aspects and produce an improvement plan. These documents are stored at the home and are available for people to read.
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Service Environment

How many bedrooms at the service are single rooms?	4
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How many bedrooms at the service are shared rooms?	0
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How many of the bedrooms have en-suite facilities?	4
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How many bathrooms have assisted bathing facilities?	0
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How many communal lounges at the service?	1
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How many dining rooms at the service?	1
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Provide details of any outside space to which the residents have access	There is a small courtyard at the rear of the home.
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Provide details of any other facilities to which the residents have access	There is a games room where young people can play various games including an Xbox.
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Communicating with people who use the service

Identify any non-verbal communication methods used in the provision of the service	
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Picture Exchange Communication System (PECS)	No
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Treatment and Education of Autistic and related Communication-handicapped Children (TEACCH)	No
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Makaton	No
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British Sign Language (BSL)	No
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Other	No
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Statement of Compliance

The Responsible Individual must prepare the statement of compliance.

CIW have published [guidance](#) on completing the quality of care review which provides advice on what could be contained within the statement of compliance.

Set out your statement of compliance in respect to the four well-being areas below.

The extent to which people feel their voices are heard, they have choice about their care and support, and opportunities are made available to them.

We promote self-advocacy by supporting each child/young person in expressing their views and wishes. Ensuring that children can speak up for themselves and make some decisions is integral to the young person's development. We will promote individuals in expressing their wishes concerning their care through key worker sessions, house meetings, and daily activity planners. We support and encourage our young people in having an independent advocate, the role of an advocate is explained to each young person, if need be we will source the advocate for the young person.

Regular house/community meetings are an essential part of the home. During these meetings, the children are given the opportunity to have input into the weekly menus. It is essential that all children are educated on the importance of a healthy and balanced diet. All staff available attend these community meetings and keep written records.

Each child's bedroom will reflect their personal taste, and they will have the opportunity in time to choose and plan the decoration of their bedroom, as well as personalising it with pictures, posters, and ornaments.

A child friendly placement plan is drawn up with each young person, the young person is encouraged to have input into these, they are reviewed when changes happen or within legislative requirements.

Prior to a young person's review the manager will speak with the young person to go through the process of the review and ask if there anything the individual wishes to raise in the review, the manager may speak on behalf of the young person if the young person wishes. It is essential that any outcomes and planned actions are discussed with the young person taking into account their age and level of understanding.

The Responsible Individual conducts his statutory visits and gives the opportunity for young people to have a 1:1 discussion about the care they are receiving this is documented and kept at the home. Any issues discussed will be shared with the appropriate stakeholders.

<p>The extent to which people are happy and supported to maintain their ongoing health, development and overall wellbeing. For children, this will also include intellectual, social and behavioural development.</p>	<p>Our therapeutic systems and structures contain and address behavioural problems that children and young people present, through building pro-social skills and enhancing protective factors.</p> <p>Particular emphasis is placed on the rebuilding of relationships following a difficult incident, so that young people learn to form and maintain trusted relationships. The therapeutic environment enables each young person to rework some of the insecure and disorganised attachment strategies/patterns that they may have developed in early childhood due to the adverse and abusive experiences they have suffered. The therapeutic environment enables the young person to build confidence in trusting relationships and move beyond problematic behaviours that may have been necessary at some point but are no longer useful or beneficial.</p> <p>The staff team create highly structured routines combined with appropriate levels of supervision and oversight to maintain a safe living and learning environment. We actively promote and support young people in educating them in the importance of personal hygiene and self-care. Daily living skills are an integral part of social development. As part of learning to take care of themselves children and young people are encouraged to carry out a range of domestic tasks as part of the daily routine of the home. These are tailored to the individual age and ability level and range from cleaning and tidying their rooms, to helping with the household shopping trips. All children will be assisted in identifying their individual needs and an action plan established to help them achieve positive outcomes. This might be in relation to buying clothes, cooking with staff, or working towards independent living skills.</p> <p>We provide an environment that is conducive to learning where every pupil is given the support and encouragement to meet the demands of educational and personal development. We support the young person to maintain educational placements, working in collaboration with a school is essential in supporting the individual having a positive learning experience.</p> <p>We are fully aware that some young people struggle with a full school timetable and adapt better to vocational courses with this in mind we have access to a number of organisations who will support our young people with vocational courses.</p> <p>The planning of children's activities, clubs and holidays reflect their individual interests, as well as promote and support their personal growth and change.</p>
<p>The extent to which people feel safe and protected from abuse and neglect.</p>	<p>Sea Breeze is fully committed to safeguarding the young people in their care. All staff are appointed through safer recruitment procedures and are given safeguarding training as part of their induction.</p> <p>The Home Managers are responsible for ensuring that all incidents involving harm or risk to a child or young person in the organisation's care are reported promptly to the local Safeguarding team and CIW. This includes incidents, which may have occurred (or are alleged to have occurred) whilst the child or young person is away from the house, at school or home leave visits, etc.</p> <p>Risk Assessments are undertaken with each young person and these are regularly reviewed and monitored as part of the placement planning system. It covers all aspects of behaviour and history that might cause a risk to the young person or to others. These risk assessments contain management plans which are updated regularly.</p> <p>Individual Behaviour Support Plans are implemented through the psychology team, these outline various risks and give guidance for the staff team on how to deal with and alleviate any potential risks, These are discussed and updated in the Team Clinical Meetings which are held monthly.</p> <p>Safeguarding procedures are detailed in our policy and procedures manual which can be accessed in the home's office.</p> <p>There is a careful balance to be struck between ensuring children's safety and protecting their right to choose their own friends and have a 'normalised life'. Protecting children must be paramount.</p> <p>We are sensitive to issues such as children's friends and their families. Under most circumstances it is not necessary to undertake an Enhanced (DBS) check on the parents of a child's friend before allowing that child to visit their friend's home. We liaise closely with the Social Worker to ensure a plan is in place for this.</p>

The extent to which people live in accommodation that best supports their wellbeing and achievement of their personal outcomes.

Sea Breeze is well-maintained spacious home with adequate staff supervision, this positively impacts wellbeing and enables young people with care and support needs to live well and safely, whilst supporting their growth and independence. Sea Breeze location is within walking distances of the city centre, accessibility to trains and buses along with Museum, theatre, leisure centre, out-door swimming pool, indoor Olympic swimming pool, cycle track, beach, cinema, gym, and various sporting organisations. Each young person's individual needs are identified during the admission process and pre-placement meeting. A robust matching document is produced which identifies is Sea Breeze a suitable placement to meet the needs of the individual, if placement is agreed this document is shared with relevant stakeholders. We gather as much information as possible through working collaboratively with the placing authority. This forms the structure to the initial placement plan and identifies strengths, goals, and areas of difficulty, so that appropriate behavioural support strategies are in place from the outset. On admission to Sea Breeze the young person will undertake a Preliminary Psychology Assessment. Psychological assessments undertaken will include:

- Trauma Screening
- Mental Health Screening
- Anger Assessment
- Resiliency Scales

These assessments provide placement recommendations, staff / training recommendations, and therapeutic recommendations. 1:1 Individual Therapeutic Work – Young people have access to psychological support on a weekly basis. Work completed with young people will be based on the recommendations of the Preliminary Psychology Assessment undertaken at the start of the placement. This can include :

- Life Story Work
- Keeping Safe/Vulnerability
- Self Esteem
- Emotional Recognition
- Anger Management
- Self-Harm & Coping Strategies
- Anxiety & Relaxation/Mindfulness
- Relationships
- Social Skills
- Trauma & Attachment
- Relationships
- Sexually Harmful Behaviour

Staff Psychology Meetings – These will be provided on a monthly providing an opportunity for discussion regarding the young person's presenting difficulties, strategies for management, and a focus on the young person's strengths and progress. Where appropriate, Individual Reactive Strategies and Individual Interventions Plans and Placement Plans may also be updated during these sessions.

The following section requires you to answer questions about the staff and volunteers working at the service.

Number of posts and staff turnover

The total number of full time equivalent posts at the service (as at 31 March)	11
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The following section requires you to answer questions about each staff type including information about the number of filled and vacant posts, the training undertaken, the contractual arrangements in place and the qualifications of those staff.

The information entered should relate to the period during which the staff member has been working for the provider only.

Staff Type	Service Manager
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Does your service structure include roles of this type?	Yes
<p>Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year.</p>	
<p>Filled and vacant posts</p>	
No. of staff in post	1
No. of posts vacant	0
<p>Training undertaken during the last financial year for this role type.</p> <p>Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.</p>	
Induction	3
Health & Safety	3
Equality, Diversity & Human Rights	3
Infection, prevention & control	3
Manual Handling	0
Safeguarding	3
Medicine management	3
Dementia	0
Positive Behaviour Management	3
Food Hygiene	3
Please outline any additional training undertaken pertinent to this role which is not outlined above.	ASD, PACE, COSHH, Fire Training, Activities and Exercise, First Aid, Nutrition and Diet, Self Harm, Confidentiality, Reflective Practice, Supervision, Teamwork Skills. Legislation. Trauma Informed Care. Child Development, Attachment, Role of a Keyworker and Active Listening
<p>Contractual Arrangements</p>	
No. of permanent staff	1
No. of Fixed term contracted staff	0
No. of volunteers	0
No. of Agency/Bank staff	0
No. of Non-guaranteed hours contract (zero hours) staff	0
<p>Outline below the number of permanent and fixed term contact staff by hours worked per week.</p>	
No. of full-time staff (35 hours or more per week)	1
No. of part-time staff (17-34 hours per week)	0
No. of part-time staff (16 hours or under per week)	0
<p>Staff Qualifications</p>	
No. of staff who have the required qualification to be registered with Social Care Wales as a Service Manager	3
No. of staff working toward required/recommended qualification to be registered with Social Care Wales as a Service Manager	0
<p>Deputy service manager</p>	

Does your service structure include roles of this type?	Yes
<p>Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year.</p>	
<p>Filled and vacant posts</p>	
No. of staff in post	1
No. of posts vacant	0
<p>Training undertaken during the last financial year for this role type.</p> <p>Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.</p>	
Induction	2
Health & Safety	2
Equality, Diversity & Human Rights	2
Infection, prevention & control	2
Manual Handling	0
Safeguarding	2
Medicine management	2
Dementia	0
Positive Behaviour Management	2
Food Hygiene	2
Please outline any additional training undertaken pertinent to this role which is not outlined above.	ASD, PACE, COSHH, Fire Training, Activities and Exercise, First Aid, Nutrition and Diet, Self Harm, Confidentiality, Reflective Practice, Supervision, Teamwork Skills. Legislation. Trauma Informed Care. Child Development, Attachment, Role of a Keyworker and Active Listening
<p>Contractual Arrangements</p>	
No. of permanent staff	2
No. of Fixed term contracted staff	0
No. of volunteers	0
No. of Agency/Bank staff	0
No. of Non-guaranteed hours contract (zero hours) staff	0
<p>Outline below the number of permanent and fixed term contact staff by hours worked per week.</p>	
No. of full-time staff (35 hours or more per week)	2
No. of part-time staff (17-34 hours per week)	0
No. of part-time staff (16 hours or under per week)	0
<p>Staff Qualifications</p>	
No. of staff who have the required qualification to be registered with Social Care Wales as a Service Manager	2
No. of staff working toward required/recommended qualification to be registered with Social Care Wales as a Service Manager	0
<p>Other supervisory staff</p>	

Does your service structure include roles of this type?	No
Nursing care staff	
Does your service structure include roles of this type?	No
Registered nurses	
Does your service structure include roles of this type?	No
Senior social care workers providing direct care	
Does your service structure include roles of this type?	Yes
<p>Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year.</p>	
Filled and vacant posts	
No. of staff in post	2
No. of posts vacant	1
<p>Training undertaken during the last financial year for this role type.</p> <p>Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.</p>	
Induction	4
Health & Safety	4
Equality, Diversity & Human Rights	4
Infection, prevention & control	4
Manual Handling	4
Safeguarding	4
Medicine management	4
Dementia	0
Positive Behaviour Management	4
Food Hygiene	4
Please outline any additional training undertaken pertinent to this role which is not outlined above.	ASD, PACE, COSHH, Fire Training, Activities and Exercise, First Aid, Nutrition and Diet, Self Harm, Confidentiality, Reflective Practice, Supervision, Teamwork Skills. Legislation. Trauma Informed Care. Child Development, Attachment, Role of a Keyworker and Active Listening
Contractual Arrangements	
No. of permanent staff	2
No. of Fixed term contracted staff	0
No. of volunteers	0
No. of Agency/Bank staff	0
No. of Non-guaranteed hours contract (zero hours) staff	0
<p>Outline below the number of permanent and fixed term contact staff by hours worked per week.</p>	
No. of full-time staff (35 hours or more per week)	2

No. of part-time staff (17-34 hours per week)	0
No. of part-time staff (16 hours or under per week)	0
<p>Typical shift patterns in operation for employed staff</p>	
Set out the typical shift patterns of staff employed at the service in this role type. You should also include the average number of staff working in each shift.	There is a 9 day rolling rota with 3 shifts each shift consists of a Senior Therapeutic Care Worker and 3 Therapeutic Care Workers. There is a minimum of 2 staff on duty including sleep ins, when the home is at maximum occupancy there will be a minimum of 3 staff to 4 young people.
<p>Staff Qualifications</p>	
No. of staff who have the required qualification to be registered with Social Care Wales as a social care worker	2
No. of staff working towards the required/recommended qualification	0
<p>Other social care workers providing direct care</p>	
Does your service structure include roles of this type?	Yes
<p>Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year.</p>	
<p>Filled and vacant posts</p>	
No. of staff in post	7
No. of posts vacant	2
<p>Training undertaken during the last financial year for this role type.</p> <p>Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.</p>	
Induction	14
Health & Safety	14
Equality, Diversity & Human Rights	14
Infection, prevention & control	14
Manual Handling	0
Safeguarding	14
Medicine management	14
Dementia	0
Positive Behaviour Management	14
Food Hygiene	12
Please outline any additional training undertaken pertinent to this role which is not outlined above.	ASD, PACE, COSHH, Fire Training, Activities and Exercise, First Aid, Nutrition and Diet, Self Harm, Confidentiality, Reflective Practice, Supervision, Teamwork Skills. Legislation. Trauma Informed Care. Child Development, Attachment, Role of a Keyworker and Active Listening
<p>Contractual Arrangements</p>	
No. of permanent staff	14
No. of Fixed term contracted staff	0
No. of volunteers	0

No. of Agency/Bank staff	0
No. of Non-guaranteed hours contract (zero hours) staff	0
Outline below the number of permanent and fixed term contact staff by hours worked per week.	
No. of full-time staff (35 hours or more per week)	14
No. of part-time staff (17-34 hours per week)	0
No. of part-time staff (16 hours or under per week)	0
Typical shift patterns in operation for employed staff	
Set out the typical shift patterns of staff employed at the service in this role type. You should also include the average number of staff working in each shift.	There is a 9 day rolling rota with 3 shifts each shift consists of a Senior Therapeutic Care Worker and 3 Therapeutic Care Workers. There is a minimum of 2 staff on duty including sleep ins, when the home is at maximum occupancy there will be a minimum of 3 staff to 4 young people.
Staff Qualifications	
No. of staff who have the required qualification to be registered with Social Care Wales as a social care worker	3
No. of staff working towards the required/recommended qualification	3
Domestic staff	
Does your service structure include roles of this type?	No
Catering staff	
Does your service structure include roles of this type?	No
Other types of staff	
Does your service structure include any additional role types other than those already listed?	No