

1256973

Cameron and Cooper Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This children's home is registered to accommodate up to six young people who have emotional and/or behavioural difficulties. The home is the only home owned and operated by a small private organisation.

Inspection date: 21 March 2018

This monitoring visit

This monitoring visit was undertaken following a judgement of inadequate, which was given at the full inspection carried out from 5 to 6 February 2018. The progress made in meeting the children's homes regulations since that time was assessed at this visit.

Since the last inspection, the managers have reflected on the judgement made, and have been determined to meet the regulations and move forward to ensure they provide a good level of care for the young people. The monitoring visit found that good progress had been made, and five out of the seven requirements made at the last inspection are now being met. The managers have involved the staff team in these developments to ensure that changes made are understood, and therefore sustained. There have been no new admissions since the last inspection. The manager and the responsible individual made the decision to end one young person's placement because they recognised that they were unable to keep him safe. The other two young people remain in placement, and are progressing well. Incidents of challenging behaviours have dramatically reduced in number and, through the attachments now being formed with staff, young people are able to talk about and find alternative strategies for managing their sometimes complex emotions.

The number of episodes of missing from the home has decreased in recent weeks. The staff recognised that for one particular young person, the frequency and duration of episodes were continuing to increase. The work they were attempting to

do with the young person was ineffective in reducing these missing incidents. The decision was made that the placement would be ended due to the fact that this behaviour and a range of other risks were having an impact on others living in the home. Staff prepared the young person for this move.

The staff have been provided with a range of training courses to develop their skills as a team, and to ensure that they are aware of and can support young people's specific vulnerabilities. There is a training plan in place which will ensure that a comprehensive range of training opportunities are available to the staff. The approach to staff training is now much more proactive, rather than reactive. The responsible individual has developed links with external professionals to enable them to provide any additional training as required.

Young people's care plans and risk assessments have been reviewed and these are much more detailed. They include all the necessary information and give staff direction that enables them to support the young people. The strategies and any changes to care plans are discussed in handovers and team meetings to ensure that staff are consistent in their approach. Negative behaviours displayed by young people have decreased.

There has been an improvement in the education arrangements for the young people. There are now satisfactory plans in place for both of the young people in placement and managers challenge education arrangements with the virtual headteacher if necessary. Young people are now either attending school or have structured daytime activities. Prior to an education placement starting, the young people are now provided with meaningful alternatives which prepare them better for full-time education.

The frequency of key-work sessions has increased and the records of these contain more detail. In addition, the sessions are more reflective than previous ones. However, staff are not currently linking the key-work sessions to the objectives of the placements. There are a number of meetings with young people, but there is little planning for what needs to be completed during these meetings. This could be enhanced by staff having some training or direction in how to undertake key-work sessions. The key-work sessions are not currently ensuring that young people's behavioural and emotional needs are being met in the way outlined in the placement plans, or that progress is being made in these areas.

The complaints forms have been changed to ensure that they are not used to record allegations as well. Staff have been informed how to complete these and to how to ensure that the safeguarding policy is followed. There has been one referral made to the necessary professionals since the last inspection. This was appropriate and the manager took the necessary action to safeguard the young people.

Monitoring processes in the home have improved; the manager has much more of an awareness of the areas of strength and weakness. There are clear action plans in

place, with time frames. The manager continues to ensure that the two deputies are equally as competent in identifying areas to improve by providing them with the necessary responsibility while ensuring he has oversight.

There have not been any new admissions since the last inspection. The impact risk assessment form has been reviewed for future placements and this has been effective in determining that referrals that have been made were not suitable and placements were not offered. However, the impact risk assessment does not allow for consideration of whether the staff have the necessary skills and experience to support a young person. It does now identify if the placement would be suitable or not.

Recruitment records are now much more organised and the recruitment processes demonstrate that satisfactory exploration of information has taken place prior to staff commencing work. Gaps in employment have now been explored.

There has been good progress made in the seven weeks since the last inspection. Staff and managers are passionate about their work and have a child-centred approach. They have learned from previous placements and are using this to ensure the home moves forward positively.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/02/2018	Full	Inadequate

What does the children's home need to do to improve?

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
<p>The positive relationships standard is that children are helped to develop, and to benefit from, relationships.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>meet each child's behavioural and emotional needs, as set out in the child's relevant plans. (Regulation 11(2)(a)(i))</p> <p>help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship. (Regulation 11(2)(a)(vii))</p>	30/04/2018
<p>The care planning standard is that children—</p> <p>receive effectively planned care in or through the children's home; and have a positive experience of arriving at or moving on from the home.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home's statement of purpose. (Regulation 14(2)(a))</p> <p>This specifically relates to carrying out comprehensive impact risk assessments to determine the suitability of placements.</p>	30/04/2018

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by

the children's home since its last Ofsted inspection.

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

Children's home details

Unique reference number: 1256973

Provision sub-type: Children's home

Registered provider: Cameron and Cooper Limited

Registered provider address: 54 Bushy Park Road, Teddington TW11 9DG

Responsible individual: Camilla McInnes

Registered manager: Gowkurrin Chuttoor

Inspectors

Emeline Evans, social care inspector

Jennie Christopher, social care inspector

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