

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 children. The home's statement of purpose states that it admits children who need therapeutic care and support. The home is the only home owned and operated by this small, private organisation.

Ofsted was notified in June 2019 that the registered manager post is now vacant and that a manager, who is yet to register with Ofsted, is now in post.

Inspection date: 29 July 2019

This monitoring visit

Senior managers continue to make progress against the areas laid out in the notice restricting accommodation which was served on 14 May 2019.

A lack of oversight from the organisation's leadership. This contributed to the failure to meet the steps of the compliance notice relating to risk management.

Leaders and managers have a clear vision for the development of the service. They have created a comprehensive strategy for improvement. Staff are responding well to this and seem motivated to change.

The manager showed a good understanding of the previous failings of the home. She accepted the concerns and has good action plans in place to address them.

The failure to complete adequate risk assessments to safeguard children and staff.

Risk management systems are improving. The manager has sought external professional support and advice. She has been made some improvements to staff practice in a short period of time. This is having a positive impact for the team and

children.

New risk management strategies for children are more comprehensive. Children are beginning to reduce risk-taking behaviours. There has been a significant reduction in incidents at the home.

A failure to communicate adequately to staff how to keep children safe and manage risk-taking behaviours.

The team is very new. A high number of members of the staff team are still in their probation period. Staff have made some practice decisions that reflect this inexperience. Managers are fully aware of this and they have put in place a team development plan, which aims to give all staff the skills and knowledge that they need to support children effectively.

Regular team meetings occur each week to and staff discuss the risk management plans for children. New staff said that the induction and support that they had received was very good.

Staff demonstrate an enhanced understanding of risk management practice. Record-keeping is of good quality. Staff are working with the strategies and protocols in place. When mistakes have been made, leaders and managers are quick to react and support staff to improve.

The registered manager showed a limited understanding of the risk management procedures required to safeguard children effectively.

The new manager demonstrates a better understanding of the risks for children in her care. She has been working with the responsible individual to implement change quickly. Changes have been communicated to staff effectively. Leaders and managers are focusing on the infrastructure and operational plans to maintain and embed the improvements.

Children spoken to by inspectors are clearly enjoying the changes made at the home. They describe a more stable and safer environment. They display good relationships with staff. They are optimistic about the future.

Requirements from the last inspection

This inspection also included a review of the outstanding requirements from the interim inspection of 14 February 2019. Inspectors reviewed all 12 requirements and they were found to have been met. There are no requirements from this inspection. However, three recommendations have been made to further improve practice: the home's missing from care protocols require amendment, there is out-of-date contact information given to children and the manager was not able to produce hardcopy confirmation of some staff recruitment checks.

A number of changes have been made systems in the home to address the areas of shortfall identified at previous inspections. The affect these changes will have on practice has yet to be assessed. New staff have yet to have a chance to learn and put their knowledge into practice.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/02/2019	Interim	Declined in effectiveness
22/05/2018	Full	Good
05/02/2018	Full	Inadequate

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

Recommendations

- The registered person has specific responsibilities under Regulation 34 to prepare and implement policies setting out: specific procedures to prevent children going missing and take action if they do. ('Guide to the children's homes regulations including the quality standards', page 44, paragraph 9.19)

Particularly, ensuring that all actions required by staff are clearly noted in the child's missing from home protocols. When a child goes missing, all actions taken should be included in the incident chronology.

- Staff should understand what they must do to prevent bullying of children by other children or adults. ('Guide to the children's homes regulations including the quality standards', page 39, paragraph 8.16)

Particularly, update relevant contact information in the bullying contracts for children.

- As set out in Regulations 31–33, the registered person is responsible for maintaining good employment practice. ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 13.1)

Particularly, records of recruitment checks are either available in a truncated form or evidenced on-site for ease of access.

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: c/o Accord Accountants, 191–193 High Street,
Hampton Hill, Hampton TW12 1NL

Responsible individual: Camilla McInnes

Registered manager: Post vacant

Inspectors

Peter Jackson, social care inspector

Pete Hylton, regulatory inspection manager

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