

Bannau/Camlas Action

Inspection Report Published 09th May 2018

Update 05th June 2018

Recommendation	Action	Person Responsible	Timescale	Progress
Following the written policy on the use of restrictive physical interventions (regulation 17 (2)). The system for recording physical interventions was not being operated in accordance with the home's policy on "Intervention Behaviour"	All staff to receive update training in respect of the Policy in relation to Physical Intervention.	Head of Care	31.05.2018	Training to be delivered to staff at a Joint Team Meeting on 13 th June 2018.
	All Physical Intervention records to be up to date and signed off by Deputy Care Manager/Head of Care within 5 working days.	Head of Care	14.05.2018	At last Visit this had been significantly improved.
	Fortnightly Audit of records for compliance.	Head of Care	14.05.2018	This audit has been completed and the written outcomes will be reviewed at next 1:1
	Monthly audit of records for compliance.	Responsible Individual	21.05.2018	Completed at Regulatory Visit on 21 st May 2018. Significant progress made and records signed off to within 3 days of date of visit.
Arrangements for recording and administering medication (Regulation 21(1)).The controlled medications book was not always completed by two members of staff and there was no evidence of a regular audit of the records by the manager.	All staff to receive updated training in respect of completion of controlled medication book.	Head of Care	31.05.2018	Training to be delivered to staff at a Joint Team Meeting on 13 th June 2018.
	Quarterly Audit of controlled medication book to be undertaken and findings shared with the Responsible Individual.	Head of Care	On-going	1 st Audit undertaken and written outcomes to be discussed at next 1:1.

	Each child to have their own controlled drugs book (where required).	Head of Care	30.06.2018	
Staff who are appropriately qualified, skilled and experienced (Regulation 25(1).(1A) and (2A). Less than 80% of staff employed at the home held a relevant qualification, and less than 90% were permanent employees.	Continue to have a rolling advert for Vacant posts on Powys Web and Powys Council Jobs page.	Head of Care/Employment Services	On-going	Rolling job advert remains in place.
	Open day/evening recruitment events to be held quarterly.	Head of Care, Employment Services and Market and Recruitment Officer (Fostering)	Minimum of Quarterly	Head of Care to attend a jobs fair in Ystradgynlais – 28.06.18 Open evening planned in Merthyr area on 03 rd July 2018.
	Bi-monthly meetings with Training Unit to discuss staff training and development requirements.	Head of Care	To commence in June 2018	Dates TBC
	Consultation with all permanent staff regarding Retention.	Human Resources	31 st July 2018	HR are attending a the Joint Team Meeting on 13.06.18
Staff being registered with Social Care Wales (Regulation 26(2) (G). Not all staff had registered as social care workers with Social Care Wales within 6 months of their appointment.	Details of Shortfall to be reported to Corporate Parenting Group.	Responsible Individual	15 th May 2018	Report shared with CPG and will continue to be reported.
	Requirements regarding Registration to be recorded on TRENT with notifications sent to Head of Care and Responsible Individual at 3 months and 5 months.	Responsible Individual and Employment Services.	31 st July 2018	Meeting arranged with TRENT on 13 th June 2018.
Monthly monitoring visits (Regulation 32(3), (4) (a) and (5) (a). The Registered Provider had not always visited monthly, had not provided written reports in a timely fashion and there was no evidence that the manager acknowledged the issues being raised or was undertaking any actions in response.	Monthly monitoring Visits to be undertaken and written details provided to Head of Care within 72 hrs of the visit being undertaken.	Responsible Individual	On-going monthly	Visits for March, April and May 2018 undertaken and shared with Head of Care. New Regulations – minimum requirement is every 3 months.
	Head of Care to provide a written response acknowledging issues raised	Head of Care	On-going monthly	Complied with March and April and response for May is due shortly.

	<p>and actions within 7 days of receipt of report from Responsible Individual.</p> <p>Copy of Monitoring Visit and Response to be provided to Head of Service and Portfolio Holder within 15 days of the visit being undertaken.</p> <p>Dates of Visits, requirements and response to be reported to Corporate Parenting Group.</p>	<p>Responsible Individual</p> <p>Responsible Individual</p>	<p>On-going monthly</p> <p>On-going bi-monthly</p>	<p>March and April Visits sent.</p> <p>Reported to May CPG.</p>
<p>Quality of Care reviews (Regulation 33 (2) (a), (b) and (c) (i) did not reference children who stay at the home having been spoken to, were not carried out annually and did not evidence the full monitoring and reviewing of the necessary matters.</p>	<p>Date for undertaking Annual Quality of Care Report to be Scheduled for reporting to Corporate Parenting Group.</p> <p>Findings of Quality of Care Review and any identified actions to be reported to Corporate Parenting Group.</p> <p>Review current practice for undertaking Quality of Care review and re-design/implement any changes required (ensuring that it addresses all necessary matters).</p> <p>Ensure the Young People (supported by an Advocate where necessary) are consulted as part of the Quality of Care Review.</p>	<p>Responsible Individual</p> <p>Responsible Individual</p> <p>Responsible Individual and Head of Care</p> <p>Responsible Individual</p>	<p>31st July 2018</p> <p>13th September 2018</p> <p>30th June 2018</p> <p>31st July 2018</p>	<p>TBC</p>
<p>Consideration should be given to offering a wider range of interesting and enjoyable leisure and social activities and for individual activity planners to be put in place for each young person.</p>	<p>Each young person access Bannau and Camlas to have individual activity planners that demonstrate they have access to a wide range of interesting and enjoyable leisure and social activities.</p>	<p>Head of Care</p>	<p>31st May 2018</p>	<p>Staff have started to introduce more activities: Trampoline Park Canal Walks Cooking Water Play (sensory)</p>

				<p>A trip planner was established for half term holidays and staff are currently working on summer holidays.</p> <p>Head of Care is seeking the repair of a number of bikes for use by YP.</p>
<p>The staff training programme should be reviewed so that the Registered Provider is satisfied that the range of e-learning and training courses provided is appropriate and sufficiently in depth to equip staff to work with complexity of needs of the young people accommodated in Golwg Camlas/Bannau.</p>	<p>Meeting to be held with Training Unit to review the current training programme.</p>	Head of Care	31st July 2018	TBC
	<p>Any additional training requirement to be identified.</p>	Head of Care	31st July 2018	
<p>The Head of Care should ensure that each member of staff has their training needs reviewed to ensure that they have undertaken appropriate core and refresher training in key areas such as safeguarding, working with young people with autistic spectrum disorder, challenging behaviour and restrictive physical interventions. Where these have not been undertaken or are not up to date, action should be taken to provide such training as soon as reasonably possible.</p>	<p>Review all staff's training needs.</p>	Head of Care	30 th September 2018	TBC
	<p>Record of attendance at Key training and refresher requirements to be built into TRENT.</p>	Head of Care and Employment Services	31 st October 2018	
	<p>All staff to be up to date with all key areas of training.</p>	Head of Care and Training Unit	31 st March 2019	