

1159272

Registered provider: Cambian Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and managed by a private provider. It provides care for up to four children who experience social and emotional difficulties.

The manager registered with Ofsted in February 2023.

At the time of the inspection, one child is living in the home and the inspectors spoke to the child.

Inspection dates: 13 and 14 August 2024

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 6 May 2021

Overall judgement at last inspection: inadequate

Enforcement action since last inspection: Ofsted suspended the registration of this home on 7 May 2021 and issued three compliance notices under regulations 12, 13 and 32. Ofsted also raised a further six requirements.

On 14 June 2021, a monitoring visit was undertaken. The provider had met the steps within two of the three compliance notices. The compliance notice for regulation 13 was reissued and the suspension notice remained in force.

On 21 July 2021, a further monitoring visit was undertaken. The provider met the actions detailed in the compliance notice. The suspension notice remained in place until 29 July 2021.

On 15 November 2021, Ofsted served a Notice of Decision to grant an application to vary the home's conditions of registration, namely that the provider must inform the Chief Inspector of its intention to accommodate children at the home at least three months before any child is accommodated.

On 22 September 2023, the provider informed Ofsted that it was ready to care for children. On 9 November 2023, a monitoring visit was undertaken and a decision was made to remove the condition so that the provider could accommodate children again at the home.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/05/2021	Full	Inadequate
29/05/2019	Full	Good
05/06/2018	Full	Good
31/07/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Staff know the child well and speak about them with pride, respect and genuine care. Staff celebrate the child's successes and help the child to work through situations that might not have gone so well. The child's move into the home was well planned and at their pace. This helps the child to adapt to their new home and settle very quickly.

Staff understand the importance of education. There is a focus on ensuring that staff provide as many positive experiences as possible. This includes activities aligned to the child's independence plan. The child speaks proudly of the progress and achievements that they make in college or helping at the local kennels. This enhances the child's overall experiences.

The child's health is a strong focus of the staff. The registered manager ensures that staff receive bespoke training to meet specific health needs including how to administer medication. Staff offer consistent encouragement for the child to attend health appointments. Discussions with the child help them to understand the importance of enjoying a healthy diet and staying fit.

The child talks openly about their wishes regarding seeing their family. Staff encourage family to visit the home and arrangements are made for the child to spend time with their family in the community. Staff understand the importance for the child to continue to enjoy relationships with family members and how this needs to be safe. This helps to bring a sense of stability and continuity for the child.

The child lives in a spacious home, which has been adapted in line with the child's wishes. For example, the child has a dressing room, gym area, chill-out TV room and games room. The child has access to all areas and moves safely around the home and garden without restriction. This is of significance given the level of restrictions that are necessary to keep the child safe.

How well children and young people are helped and protected: good

The child speaks positively about living in the home. The child says that they feel safe and that the registered manager cares a lot for them. Staff's therapeutic parenting supports the child to manage emotions in a more positive way. This has resulted in the child not needing to be physically held or guided.

The risks and vulnerabilities of the child are very well known. The registered manager has effective and robust risk management plans in place, which are understood by staff. Staff are well trained to use restorative approaches which help the child to reflect on their actions. The child is encouraged to make amends for unwanted behaviours and appropriate sanctions are used. This helps the child to understand how their behaviours can affect their relationships with other people.

There is a significant reduction in the incidents of the child going missing from the home. When this happens, staff follow guidance and protocols effectively. Additionally, there is a reduction in serious incidents and risks of exploitation in the community. The care and approach that staff use for this child have enabled the child to be very settled and confident in the staff team's care. This has resulted in considerations by the child's local authority for the high level of support in place to be reduced.

The registered manager follows a robust process to ensure that the people who work at the home are safe to do so. The manager oversees the recruitment of staff to ensure that he employs the right people. He has high expectations of staff and he provides high levels of support. This safer recruitment process means that those who are employed are assessed as suitable to work with children.

The effectiveness of leaders and managers: good

The home is managed efficiently by an experienced and enthusiastic registered manager. The staff team feels well supported and staff speak highly of the manager. Staff receive an intensive induction and regular monthly supervisions. The emotional well-being of staff is a strong focus of the supervision sessions. However, the recording of these supervision sessions is not reflective of the conversations that take place with staff, nor do they highlight the progress that the child makes.

The manager shows an impressive vision for the home. Staff are promoted to be child centred with a strong focus on safeguarding practice. In addition, the manager fosters good working relationships with professionals, who support the team with knowledge and insights into the needs of each individual child.

Staff have discussions with the child, which are effective. The manager ensures that staff remain as invested as he is, in positive and therapeutic parenting. Direct-work sheets show evidence that the child is enabled to engage in discussions. The child is slowly starting to adapt to learning new ideas and to change some perceptions of life and attitudes about people. This is helping to improve learning on equality and diversity.

Management oversight of documents is strong and the daily 'golden hour' the manager uses to review systems is helpful. The manager has developed several tools to work alongside the development plan. In addition to effective monitoring systems, the manager uses feedback from parents, professionals, the child and the independent visitor. This helps to make improvements and develop practice in the home.

Team meetings are held monthly and they are well attended by staff. Meetings are focused and staff use this opportunity to review the progress that children make, the development of the home and staff training. Recruitment of staff is ongoing and currently the home uses a minimal number of agency staff who are regular, well-known and well-liked by the child.

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

Recommendations

- The registered person should ensure that all staff receive supervision which allows them to reflect on their practice and the needs of the children assigned to their care. ('Guide to the Children's Homes Regulations, including the quality standards', (page 61, paragraph 13.2))

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, using the social care common inspection framework. This inspection was carried out under The Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with The Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'.

Children's home details

Unique reference number: 1159272

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

Registered provider address: Metropolitan House, 3 Darkes Lane, Potters Bar EN6 1AG

Responsible individual: Mark Ullah

Registered manager: Linus Penna

Inspectors

Tenji Wesa, Social Care Inspector
Jo Birtwhistle, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

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