

# 1229417

Registered provider: Cambian Childcare Limited

Interim inspection

Inspected under the social care common inspection framework

## **Information about this children's home**

This home is owned and managed by a private provider. It provides care for one child who may have social and emotional difficulties.

There is currently no registered manager in place. A manager has been appointed but has yet to apply to register with Ofsted.

**Inspection date: 2 March 2022**

**Date of last inspection:** 4 May 2021

**Judgement at last inspection:** Requires improvement to be good

**Enforcement action since last inspection:** none

## **This inspection**

### **The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.**

This home was judged requires improvement to be good at the last full inspection. At this interim inspection, Ofsted judged that it has sustained effectiveness.

There is one child currently living in the home and one child has recently moved out of the home. During the inspection, the inspector spoke to the child living in the home.

The registered manager left the home in December 2021. Since the last inspection in May 2021, some action has been taken to address the three requirements and one recommendation. However, one of these requirements is not fully met and is reissued. Two additional recommendations have also been raised as a result of this inspection.

Relevant previous employment references for new staff are not always followed up. This means that the checks required prior to staff caring for the children are incomplete. This practice does not follow safer-recruitment guidelines and potentially places children at risk of harm.

Staff now hold relevant qualifications for their role. This demonstrates a commitment from staff to continual learning and the significance of education, which is important for children to see. It also means that staff are better able to meet the needs of the children in the home.

Children's education plans are now understood and acted upon by staff. For one child a tutor was provided and staff helped secure a college placement for another child before they moved into the home. This helps children to reach their potential and make career plans for their future.

Children are supported to attend routine health appointments. This means any issues can be identified and treated. In addition, children learn important self-care skills. Children who smoke are helped to reduce their nicotine intake. Referrals are made to smoking cessation services and staff provide ongoing encouragement. As a result of this work, one child has stopped smoking which will benefit her health significantly.

Transitions into the home are mostly well planned. Prior to moving in, staff visit children no matter how far away they are living. Staff also bring children to visit the home. As a result, children's anxieties are reduced and they become familiar with their new home and carers. Nevertheless, for one child the manager did not speak with the child's former carers before they moved in. This was a missed opportunity to find out how best they might engage the child and how best to respond to their needs.

Staff advocate on behalf of children to ensure that when they leave the home, they move onto services that can meet their needs. One child who has recently moved out said, 'Staff set me up and supported me through everything'.

The manager completes a comprehensive risk assessment prior to children moving into the home. As part of this she identifies any training needs for staff. Training courses are arranged and information is sought from the in-house mental health practitioner. This educates and upskills staff to ensure that they can meet children's needs.

Children's risk assessments and risk management plans are clear and thorough, and staff are familiar with these. However, these plans and risk assessments are not always updated, including when risks reduce.

Staff like working in the home and feel supported by the manager. Supervision and team meetings take place regularly and provide staff with a chance to reflect on their practice. The in-house mental health practitioner sometimes attends team meetings to provide staff with techniques to use with the children. Suggestions from staff are also welcomed and actioned where appropriate. This helps staff feel listened to and valued.

## Recent inspection history

| Inspection date | Inspection type | Inspection judgement            |
|-----------------|-----------------|---------------------------------|
| 04/05/2021      | Full            | Requires improvement to be good |
| 04/12/2019      | Full            | Good                            |
| 24/04/2018      | Full            | Good                            |
| 15/05/2017      | Full            | Outstanding                     |

# 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 registered person must recruit staff using recruitment procedures that are designed to ensure children's safety.</p> <p>The requirements are that—</p> <p>the individual is of integrity and good character;</p> <p>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (3)(a)(d))</p> <p>In particular, if a person has previously worked in a position involving work with children or vulnerable adults, verification so far as reasonably practicable of the reason why the employment or position ended.</p> <p>This requirement is reissued for a third time.</p> | 13 April 2022 |

## Recommendations

- The registered person should ensure that the home works in close partnership with all those who play a role in protecting and caring for children. In particular, that prior to a child moving into the home, that communication takes place with the child's previous carer to obtain important information about the child. ('Guide to the Children's Home Regulations, including the quality standards', page 11, paragraph 2.3)
- The registered person should ensure that all children's case records (regulation 36) are kept up to date. In particular, this refers to children's risk assessments and risk management plans. ('Guide to the Children's Home Regulations, including the quality standards', page 62, paragraph 14.3)

## **Information about this inspection**

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full 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:** 1229417

**Provision sub-type:** Children's home

**Registered provider:** Cambian Childcare Limited

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

**Responsible individual:** Ian Raine

**Registered manager:** Post vacant

## Inspector

Emma Ridley, Social Care Inspector

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