

1230416

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A private organisation runs this home for up to four children who may have experienced trauma that has left them vulnerable.

The manager registered with Ofsted in June 2021.

Inspection dates: 11 and 12 October 2022

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 4 January 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
04/01/2022	Full	Good
10/07/2019	Full	Good
19/09/2018	Full	Good
18/05/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

At the time of the inspection, three children were living at the home. The children's overall experiences are excellent. They receive outstanding care from a dedicated and consistent staff team. Staff build trusting relationships with children and have a comprehensive understanding of their needs. Staff are proud of the children's progress and celebrate their achievements. Children are consulted about every aspect of their care and encouraged to share their wishes and feelings. One child said, 'None of the staff can ever leave.' These strong and supportive relationships help the children to feel valued and respected.

Children have made extensive progress with their education and attendance. Staff have close links with the children's school, which is run by the same organisation. One child has made immense progress and is moving to a mainstream school. Staff go above and beyond expectations to support the children. They have secured additional tutoring for one child and support the children at school. The daily school routine provides structure to the children's day and helps them to value education.

Staff support children to enjoy an extensive range of activities that reflect their interests and widen their community involvement. Children have worked at a local foodbank, donated clothes to the local mosque, and planned and participated in a variety of religious celebrations, and trips and holidays. Staff support children to make memory books of these experiences. This participation helps children to make a positive contribution and build positive childhood memories.

The staff ensure that children have protected time with people who are important to them. Staff communicate exceptionally well with the children's parents and recognise the importance of these relationships. Parents have the utmost confidence in the staff team and feel welcomed when they visit the home. A parent said, 'I check in with the staff every day, they always help, and I give them 10 out of 10.' Supporting family relationships improves the children's sense of identity and well-being.

Children's health needs are a top priority for the staff. Staff have excellent relationships with local health services. The organisation's clinical team provides creative training for the staff. The communication between the staff and the clinical team is seamless. Consequently, children are supported in a consistent way by staff who can identify and understand their needs.

Children's independence skills improve considerably. Independence planning is incorporated in daily activities. Children cook, budget and develop valuable life skills. Building independence skills prepares children well for when they move on from the home.

The home is undergoing an ambitious refurbishment programme. The lounge has been redecorated with colour schemes chosen by the children, which they take pride in. Children benefit from a welcoming family home. However, the garden and driveway have patches of weeds. These detract from the overall positive impression.

**How well children and young people are helped and protected:
outstanding**

Staff have a meticulous understanding of the risks for children. Comprehensive risk assessments are reviewed monthly. The children are involved in developing these. Risk assessments provide outstanding guidance for staff. The police have every confidence in the staff in keeping children safe. A police officer said, 'The staff are engaging. I was really impressed with their communication and there have been no incidents of children going missing from the home.'

Staff help the children to develop personal safety strategies. Frequent and effective one-to-one sessions cover important topics, including online safety, healthy relationships and coping strategies. Restorative meetings are held, where children can share their views and discuss any concerns. Children are empowered to find resolutions in a supported environment.

Physical interventions are not used. Staff model positive behaviour and positive relationships. Staff are accomplished in de-escalating behaviours. They set consistent boundaries and the children respond well. Staff have reflective conversations with children, using the home's therapeutic model. Children are encouraged to explore incidents and are learning alternative strategies to support their emotional development.

The manager takes swift action in response to safeguarding concerns. Safeguarding referrals are made promptly and the children's professionals are contacted without delay. There is prompt consultation with the local authority designated officer. The manager informs Ofsted of all allegations and provides ongoing updates. Overall, the safeguarding procedures are very effective in keeping children safe.

The effectiveness of leaders and managers: outstanding

The manager is an inspirational leader and demonstrates strong ambition for children. She has exemplary oversight of all aspects of their care. The manager appropriately challenges other professionals and advocates on behalf of children. Children have confidence in the manager, they know they are supported to contact professionals and can influence changes to the home. The manager is tenacious in ensuring that any decisions about children are well planned and in their best interests.

Staff morale is high. Staff speak highly of the management team. They feel well supported, valued and equipped to fulfil their roles. Staff receive regular child-focused supervision. Supervision guides staff with a strong focus on professional

development. Supporting staff in this way helps to retain staff and enables them to provide good care for children.

The manager is a dynamic communicator. Professionals and parents appreciate the high level of contact. Communication is purposeful and responsive to the children's needs. Excellent communication provides the opportunity for constant review of children's plans. This ongoing communication is highly effective in response to safeguarding concerns.

Professionals and parents speak highly of the care and support that the children receive. They say that managers and staff support the children in all aspects of their care. The staff value the children, are nurturing and caring, and enjoy children's company. Family and professional visitors are warmly welcomed to the home.

Team meetings are well attended. These provide a supportive forum for staff development and training. The organisation's clinical team delivers research-informed training to the staff. Local health services contribute to staff training. High-quality training means that staff have the tools and knowledge to provide excellent and individualised care.

Management oversight is comprehensive. Records are monitored regularly by the manager, with meaningful evaluation and comment. Internal and external monitoring systems are used to review the home's progress. Excellent oversight of the home ensures that ongoing improvements are made.

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

Recommendation

- The registered person should ensure that the home is a nurturing and supportive environment that meets the needs of the children. In particular, ensure that the garden is maintained to a good standard. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)

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: 1230416

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 5th Floor, Metropolitan House, 3 Darkes Lane,
Potters Bar EN6 1AG

Responsible individual: Dennise Springett

Registered manager: Kerri Stevens

Inspector

Paula Lewis, Social Care Inspector

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