

1230416

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately run and provides care for up to four children who may have experienced trauma that has left them vulnerable.

There has been no registered manager in post since December 2023.

Inspection dates: 24 and 25 September 2025

Overall experiences and progress of children and young people, taking into account	requires improvement to be good
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How well children and young people are helped and protected	requires improvement to be good
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The effectiveness of leaders and managers	requires improvement to be good
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The children's home is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

Date of last inspection: 3 July 2024

Overall judgement at last inspection: inadequate

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/07/2024	Full	Inadequate
23/01/2024	Full	Good
11/10/2022	Full	Outstanding
04/01/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: requires improvement to be good

There were no children living at the home at the time of this inspection. One child has moved in and moved out of the home since the last inspection. The manager did not assure themselves that they could meet the child's needs before they moved in. Leaders and managers subsequently decided they were unable to safely meet the child's needs after some significant incidents. This resulted in the child moving out after just six weeks.

There were a high number of calls to the police to help staff manage the child's behaviour. Leaders and managers agreed that on some occasions police assistance was not necessary and that this had a negative impact on the child.

The child had some positive experiences while living at the home. They built positive relationships with some staff and engaged in activities they had not experienced before.

The home is nicely decorated and has a homely feel. Repairs to the home are made in a timely manner. This helps to create a nurturing environment.

Staff understand the importance of family for children. Staff support children to maintain links with those who are important to them when safe and appropriate.

How well children and young people are helped and protected: requires improvement to be good

When serious incidents occur, leaders and managers notify relevant agencies, including Ofsted; however, these notifications lack crucial details. This means that the capacity of external agencies to monitor safeguards at the home is reduced.

Staff generally respond well when children go missing from home; however, there has been a lack of learning from incidents. This led to a child experiencing significant harm while being missing from home. Leaders and managers felt this incident could have been avoided.

Staff complete the organisation's mandatory safeguarding training. They are confident in their roles and in reporting and escalating any child protection concerns, and they understand the whistle-blowing policy. Staff are protective of children and publicly advocate for them, even in times of resistance.

Complaints are managed and responded to appropriately. Physical interventions have been necessary and proportionate. There have been no allegations against staff working at the home.

Safe recruitment practices are effective. Staff are assessed as suitable before any appointment is confirmed. These procedures help to strengthen safeguards against unsuitable adults working with children.

The effectiveness of leaders and managers: requires improvement to be good

The manager has applied to register with Ofsted. She is suitably experienced and qualified. She was present during this inspection.

There have been several changes to the senior management of the home since the last inspection, including multiple changes of the responsible individual. The manager is currently managing two homes. This has resulted in reduced oversight and monitoring of this home, and some incidents have not been analysed or reviewed by the manager.

Leaders and managers have reviewed the location and premises of the home. However, they have failed to consult with relevant external agencies. This limits the scope for assessing risks to children in the wider community.

Staff benefit from regular reflective supervision and team meetings. However, staff do not receive an annual appraisal of their performance. This means that opportunities may be missed to support staff development.

Staff complete the organisation's mandatory training. Some staff hold a relevant level 3 qualification, and those who are not qualified are working towards completing their qualification. Staff spoke positively about the home and about the leaders and managers.

Feedback from professionals was also positive. Professionals said communication was good, and one commented on their positive working relationship with the managers.

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, The 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
The protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare; and that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(a)(i)(v)(vi)(b))	27 October 2025
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to—	27 October 2025

lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose;

understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home;

use monitoring and review systems to make continuous improvements in the quality of care provided in the home.
(Regulation 13 (1)(a)(b) (2)(a)(f)(h))

In particular, ensure there is adequate management oversight and monitoring of the home.

Ensure that all incidents are reviewed to evaluate the impact on children and, where possible, to inform future practice.

Recommendations

- The registered person should notify Ofsted and other relevant persons if there is an incident relating to the protection, safeguarding or welfare of a child living in the home which the registered person considers to be serious. In particular, ensure that notifications are detailed and contain all the relevant information available. ('Guide to the Children's Homes Regulations, including the quality standards', page 63, paragraph 14.10)
- The registered person should only accept placements for children where they are satisfied that the home can respond effectively to the child's assessed needs as recorded in the child's relevant plans and where they have fully considered the impact that the placement will have on the existing group of children. In particular, the registered person should ensure that they review relevant plans and information about children to assess the home's ability to meet children's needs before they move into the home. ('Guide to the Children's Homes Regulations, including the quality standards', page 56, paragraph 11.4)
- The registered person should ensure that they review the appropriateness and suitability of the location and premises of the home at least once a year. The review should include the identification of any risks and opportunities presented by the home's location and strategies for managing these. When conducting the review, the registered person should consult, and take into account the views of, each relevant person. ('Guide to the Children's Homes Regulations, including the quality standards', page 64, paragraph 15.1)

- The registered person should ensure that all staff have their performance and fitness to carry out their role formally appraised at least once annually. This appraisal should take into account, where reasonable and practical, the views of other professionals who have worked with the staff member over the year and children in the home's care. As part of the performance management process, poor performance should be addressed by a timely plan to bring about improvement. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.5)

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: 4th Floor, Parkview, 82 Oxford Road, Uxbridge UB8 1UX

Responsible individual: Post vacant

Registered manager: Post vacant

Inspector

Anver Rose, Social Care Inspector

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