

1231525

Cambian Childcare Ltd

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The children's home is owned by a private provider. The solo-bedded provision is registered to provide care and accommodation for one child with social, emotional and/or behavioural difficulties. The provider has recently changed its statement of purpose to focus on delivering care for children that are at risk of, or subject to child sexual exploitation.

The manager was registered in April 2017.

Inspection date: 3 February 2021

This monitoring visit

This home had a full inspection in December 2019. Owing to the COVID-19 (coronavirus) pandemic, the home has not received an inspection visit since.

The purpose of this monitoring visit was to review the home's new model of specialist care. In particular, the visit was to review staff training, experience and skills and whether they are equipped to manage the complexities relating to child sexual exploitation. The visit was conducted remotely due to the pandemic.

One child recently moved out of the home, and another child has subsequently moved in. Leaders and staff discuss whether they can meet children's individual needs before they move in. This helps children to settle quickly. However, systems for sharing information with the police when a child moves in have not always been fully followed. This can compromise a timely response for locating missing children.

Some staff in the home have a lot of experience of working with children at risk of sexual exploitation. They provide advice and guidance to colleagues to help develop their understanding. Staff have the skills and knowledge to build relationships, helping to make children feel safe. One child said: 'All the staff are

lovely and easy to talk to. It's lovely here and I wouldn't change anything about the staff or the home.'

Staff receive regular supervision and are aware of the three-stage support model for delivering care to children. However, not all staff are confident in the details of this model yet. Staff have completed the basic and advanced training on sexual exploitation, but some staff have not done the mandatory safeguarding or first-aid training. This shortfall in knowledge means that children are cared for by staff who are not equipped to respond to incidents. Furthermore, the manager has not completed the level 5 qualification in the required timescales. This can impact on their ability to manage the home and staff effectively.

Staff have established networks with school and mental health services. They work alongside other professionals to meet the needs of children. The children's records and care plans are detailed and are kept up to date.

The staff are now communicating with families and professionals more regularly. This has improved the relationships between the staff and other important people involved in children's lives.

The statement of purpose is not clear about the boundaries for children being cared for within the three-stage support model. This has contributed to a local authority not having a full understanding of the expectations within the home. Consequently, children have moved into the home without a clear understanding of the restrictions that they will have to abide by. This has led to them having a lack of trust in staff and not being able to settle.

There were two requirements and three recommendations from a previous inspection. These were not considered at this monitoring visit and will therefore be carried forward to the next inspection.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/12/2019	Full	Good
06/03/2019	Full	Good
18/07/2017	Full	Good
16/03/2017	Interim	Sustained effectiveness

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
*The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— promotes their welfare. (Regulation 13 (1)(b))	27 March 2020
*After consultation with the fire and rescue authority, the registered person must— take adequate precautions against the risk of fire, including the provision of suitable fire equipment in the children's home. (Regulation 25 (1)(a))	27 March 2020
The registered person must compile in relation to the children's home a statement ("the statement of purpose") which covers the matters listed in Schedule 1. (Regulation 16 (1)) This refers to setting out the specific rules which are in place in the home, as part of the three-stage model.	26 February 2021
A person may only manage a children's home if— having regard to the size of the home, its statement of purpose, and the number and needs (including any needs arising from any disability) of the children— the person has the appropriate experience, qualification and skills to manage the home effectively and lead the care of children; and For the purposes of paragraph (1)(b)(i), a person has the appropriate experience and qualification if the person has— by the relevant date, attained—	31 May 2021

the Level 5 Diploma in Leadership and Management for Residential Childcare (England) ("the Level 5 Diploma"); or a qualification which the registered provider considers to be equivalent to the Level 5 Diploma. (Regulation 28 (1)(b)(i) (2)(c)(i)(ii))	
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(b) (2)(c)) This refers to all staff completing training in safeguarding and first aid.	17 February 2021

*These requirements are from a previous inspection, and were not reviewed at this visit.

Recommendations

- As the home will have a day to day understanding of young people's capabilities and needs, children's homes staff will have a valuable contribution to make to the pathway planning process. They should actively seek to make the fullest contribution, working with other relevant persons. ('Guide to the children's homes regulations including the quality standards', page 17, paragraph 3.28)*
- The registered person should oversee the welfare of the children in their care through observation and engagement with: each child; the home's staff; each child's family/carers where appropriate; and professionals involved in the care or protection of each child including their social worker, Independent Reviewing Officer (IRO), teachers, clinicians and other health professionals etc. ('Guide to the children's homes regulations including the quality standards', page 54, paragraph 10.23)*
- Staff should be familiar with the home's policies on record keeping and understand the importance of careful, objective, and clear recording. Staff should record information on individual children in a non-stigmatising way that distinguishes between fact, opinion and third-party information. Information about the child must always be recorded in a way that will be helpful to the child.

(‘Guide to the children’s homes regulations including the quality standards’, page 62, paragraph 14.4)*

- Emergency admissions should not be taken unless the home’s Statement of Purpose and its capacity and support systems mean that it has the capability to care for children admitted at very short notice. (‘Guide to the children’s homes regulations including the quality standards’, page 15, paragraph 3.6)

This refers to having systems in place to ensure that quality of care is not compromised as a result of an emergency rather than planned admission, especially in obtaining and sharing an up-to-date photograph of a child where an episode of going missing would place a child at high risk of harm.

*These recommendations are from a previous inspection.

Information about this inspection

This inspection was carried out under the Care Standards Act 2000.

Children’s home details

Unique reference number: 1231525

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: Paul O’Neill

Registered manager: Aimee Weaver

Inspector

Rachel Ruth, Social Care Regulatory Inspector

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