

1231525

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 can provide care for one child who may experience social and emotional difficulties. One child was living in the home at the time of the inspection.

The suitably qualified manager registered with Ofsted in April 2017.

Inspection dates: 22 and 23 January 2025

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: 20 February 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/02/2024	Full	Good
22/03/2023	Full	Good
12/10/2021	Full	Good
16/12/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

One child was spoken to during the inspection.

Staff have positive relationships with the child and the child can name key staff that they feel they can confide in and trust. Staff demonstrate genuine care for the child and focus on ascertaining their views and meeting their needs to ensure they feel safe and happy.

There are lots of activities the child enjoys with staff, particularly music and long drives. The provider promotes positive relationships between children living across their homes, such as recently celebrating Christmas together.

Staff prioritise and incentivise the child to take care of their physical health, and they have access to health provisions, such as the general practitioner (GP), that they may need. The child has engaged in positive physical habits since moving into the home, such as stopping vaping.

Staff work to educate the child to better understand and regulate their own emotions to better equip them for their future independence. The child benefits from the specialist therapeutic provision the provider offers and has begun to be able to identify their own emotions and communicate with staff using a variety of methods. When children have moved on from care, this has been carefully planned and children have written to staff members to thank them for their care and what they have learned from being in the home.

The child has made progress in their education, now regularly attending a provision they enjoy. The home has a book subscription delivered monthly to promote reading and achievement certificates attained at school are displayed around the home which give a shared sense of celebration. The school and home work in collaboration. Regular handovers take place to ensure there is a joined-up approach in relation to the child's care.

Staff support the child with their family time arrangements, often driving long distances to ensure they get regular time with loved ones and can attend special celebrations with them.

The premises of the home are furnished and kept in such a way that feels inviting and is representative of a family home. Staff and children cook and dine together and use communal spaces fully. The child has fed back that they feel the home is homely and that they would not change anything.

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

Incidents of risk known to the child have decreased in both frequency and severity. The impact risk assessment is comprehensive and addresses potential risk factors, resulting in no missing-from-home incidents, physical intervention incidents or allegations since the last inspection. Staff are knowledgeable and receive guidance and training on what to do should these events occur. Incidents of self-harm have decreased in frequency and staff take appropriate actions to ensure the safety of the child post-incident, including conducting room searches with the child's knowledge.

Staff are proactive in identifying circumstances that could escalate, given the child's known risks, and work with the child to educate them as to how and why something may become a risk. The child completes educational workbooks relative to their risks to ensure their safety, such as online safety, before attaining a mobile phone.

The staff know the child well and are familiar with their risk assessments. Any emerging risks or needs for the child are discussed in individual staff supervision sessions and team meetings. There are planned and opportunistic conversations that happen with the child to pre-emptively educate the child about and reduce the likelihood of risks occurring.

The child knows how to make a complaint, and opportunities are created to encourage feedback, both positive and negative. There is evidence of actions taken following receipt of the child's feedback.

The monitoring and surveillance of the home are used appropriately. Closed-circuit television (CCTV) cameras are in place only to ensure the security of the exterior of the home. Door alarms are risk-assessed, reviewed and used when appropriate.

Consequences are infrequently used as a means of behaviour management. Staff understand the home's ethos of positive regard. Staff build relationships to enable supportive conversations and incentivise positive behaviour, which has proved effective.

The effectiveness of leaders and managers: good

The home is managed effectively and efficiently and is properly staffed and resourced to meet the needs of the child. The service has a process in place to ensure all staff are appropriately vetted when recruited.

Staff speak highly of the manager and feel their well-being is prioritised. Supervision takes place regularly which addresses staff well-being and actions are taken forward and implemented from their feedback. There is a strong teamworking dynamic, with the staff team describing their working relationships as 'one big family'. All staff have the well-being and happiness of the child at the centre of what they do.

The manager upskills staff and ensures that staff are clear on their roles. The manager delegates audit and review processes to staff, which ensures that all staff take responsibility for the oversight of the child's care. The effectiveness of this was evident in the staff having extensive knowledge of the child they work with. Staff work across homes within the company to ensure their skills to respond to different needs are kept up to date.

Leaders and managers actively and regularly monitor the quality of care provided. The manager uses learning from practice and feedback to improve the experiences and care of children, including, for example, feedback from children and findings from audit and inspection.

Leaders and managers ensure that plans for the child identify their needs. Consultations within the home have a clear purpose of capturing the experience of the child and driving the future approach and actions of those caring for them. The manager monitors the progress that individual children make and can demonstrate the positive impact that living at the home has had on the child's progress.

The manager has created a culture of acceptance, with the child able to explore their identity freely without fear of judgement. Staff use their own diverse identities to educate and promote the child's culture, sexuality and identity.

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: 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: Mark Ullah

Registered manager: Aimee Weaver

Inspector

Vikki Thwaites, Social Care Inspector

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