

1235818

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is operated by a private provider. It offers care for up to 4 children who may experience social and emotional difficulties.

At the time of this inspection, 2 children were living at the home, and they were spoken to as part of the inspection.

The home was registered in June 2016 and the manager registered with Ofsted in June 2025. There is currently an application in for the responsible individual.

Inspection dates: 20 and 21 April 2026

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 May 2025

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/05/2025	Full	Good
03/09/2024	Full	Requires improvement to be good
06/02/2024	Full	Good
07/03/2023	Full	Good

Summary of findings

Children make progress in this home. Children are supported by a staff team that prioritises building positive relationships. Children and staff have access to specialist clinical support that assists in embedding relational practice.

Two children living in the home had recently moved in. One child said they liked the home and the staff. Professionals around the children said the staff team had supported the children to settle well.

Children have a positive experience of moving out of the home. Transitions are well planned and considered. There is multi-agency oversight and input into these plans.

There is a qualified and experienced manager in post. The staff say they feel well supported. There is a good level of management oversight on safeguarding issues for children and an analysis of lessons learned. The manager has good monitoring systems in place and identifies actions for improvement.

Inspection judgements

Overall experiences and progress of children and young people: good

Children are cared for by staff who know them well and understand their individual needs, experiences and risks. Staff prioritise building trusting and supportive relationships with children. This helps children to settle quickly in the home. One professional said that a child had settled quickly due to the friendly support from the staff.

Staff support children's emotional wellbeing effectively. They hold regular key-work sessions with the children that are both planned and responsive to children's needs. Staff take opportunities for spontaneous discussions about feelings and wellbeing. When children have experienced trauma, staff help them to explore their feelings safely and support them to understand risks and keep themselves safe.

Transitions for children leaving the home are well planned. Staff attend meetings and work closely with other professionals to advocate for children's wishes and needs. This helps to ensure continuity of care and promotes smooth transitions for children.

Children benefit from effective multi-agency working. Professionals contribute to children's care planning and work collaboratively with staff in the home. The manager challenges other professionals appropriately and escalates concerns when necessary to safeguard children's welfare. Professionals speak positively about the quality of communication from staff.

Education for children is a priority. Staff support children to access appropriate education or training. When children are not in education, staff support interim plans in place to ensure that children engage in meaningful learning while awaiting school placements. The manager has challenged effectively education providers when provision has not met children's needs, helping to improve outcomes for children.

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

Children have detailed behaviour management and risk assessment plans in place. These plans clearly identify individual risks and outline effective strategies for staff to follow. Key risks and triggers are summarised in overview documents, which help staff to respond consistently. Risk assessments are kept under review and updated to reflect changes in children's circumstances and emerging risks.

When children go missing from the home, they are supported by staff who know them well and understand their individual plans. Staff share relevant information effectively with partner agencies and work collaboratively to reduce risks to children. Independent return home interviews are consistently requested by staff for the children. Staff also complete meaningful debriefs with children following episodes of going missing. This helps children to reflect on their experiences and supports learning.

Children are listened to and taken seriously when they raise concerns or make allegations about staff. Managers follow safeguarding procedures appropriately and refer concerns to relevant agencies. Allegations are investigated thoroughly, and children's views are considered throughout the process. Where practice has fallen short, managers have taken disciplinary action to reduce the risk of harm to children.

Medication is stored securely, and records are generally well maintained. Documentation clearly identifies children's allergies and known health conditions. However, one medication is missing from a child's health plan, and there is incorrect guidance recorded on a MAR sheet. Although staff are aware of the correct medication regime, inaccurate records could place children at risk, particularly when new or agency staff are involved.

Children have been involved in a number of significant incidents. Staff attempt to de-escalate situations. However, they do not always demonstrate sufficient confidence or skills to manage incidents effectively. Following incidents, appropriate action is taken. Children and staff are supported through reflective debriefs, which help to promote learning and improve future responses.

The on-call system has not consistently been used to provide support. In one case, police have been contacted when this was not proportionate or necessary. There was an incident where medical advice was not sought despite concerns about a child's presentation. This could place children at risk of harm.

The effectiveness of leaders and managers: good

The manager is visible and provides good leadership within the home. She has a thorough understanding of the individual needs and risks of children. Staff describe her as supportive and approachable, which contributes to a stable and positive staff culture. The manager is an effective advocate for children. She challenges partner agencies appropriately to ensure that children receive the care and support they need.

Staff say that they feel well supported by both managers and colleagues and describe the home as a positive place to work. This support helps staff to remain motivated and to provide consistent care for children.

Staff benefit from regular supervision and reflective practice. They speak positively about the additional support provided by the clinical team, which helps staff to explore incidents, understand children's behaviours and reflect on their own emotional wellbeing. Reflective debriefs are routinely offered following incidents, with follow-up support provided through supervision.

The manager maintains good oversight of children's records and ensures that robust monitoring and audit systems are in place. She demonstrates a detailed understanding of children's needs and progress. Management oversight of incidents is effective. The manager reviews incidents promptly and challenges staff to reflect on practice and identify lessons learned. This supports continuous improvement and promotes safer care for children.

There is a comprehensive training programme for staff, and the manager closely monitors training needs. Additional workshops delivered by the clinical lead help to develop staff skills in specific areas relevant to children's needs. Staff speak positively about the training offer they receive.

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

Statutory requirement

This section sets out the actions that the registered person 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 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— 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. (Regulation 12 (1) (2)(a)(v)(vi)) In particular, the registered manager should ensure that staff are utilising management support for incidents and seeking medical advice for children.	15 June 2026

Recommendation

- The registered manager should ensure that medicines are administered in line with a medically approved protocol. Records must be kept of the administration of all medication. Regulation 23 requires the registered person to ensure that they make suitable arrangements to manage and administer medication and this should be reflected in children's health plans. ('Guide to the Children's Homes Regulations, including the quality standards,' page 35, paragraph 7.15)

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: 1235818

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 4th Floor Parkview, 82 Oxford Road, Uxbridge, London UB8 1UX

Responsible individual:

Registered manager: Hannah Scarth

Inspector

Mel Turner, Social Care Inspector

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