

1236620

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home provides care for up to four children who may have social and emotional difficulties. At the time of this inspection, four children were living in the home.

One child has moved into the home since the last inspection. The home's manager has been registered with Ofsted since August 2025.

Inspection dates: 11 and 12 November 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	requires improvement to be good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 30 September 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/09/2024	Full	Good
10/08/2023	Full	Requires improvement to be good
10/01/2023	Full	Good
21/09/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The inspector spent time with the children, and two of them spoke about their experiences of living in the home. They gave positive feedback about their home and the staff who care for them. One child noted they had been supported to access activities out of the home which they have specific interests in, and another stated they feel they have been helped to better manage their emotions since living in their home.

Staff understand the children and have adapted their practice to meet their needs effectively. For one child in particular, the home has created a bespoke and needs-led package of support, which includes the adaptation of elements of the building and environment. Staff support children to make progress. Children are more able to manage their feelings and emotions and receive support to be healthy and to understand friendships.

Staff practice is nurturing and is key to providing stability for children. They strive to develop positive relationships with children to ensure that children feel safe and settled. Two parents gave positive feedback, saying that communication is positive and that staff look after their children well.

Staff help children to communicate their wishes and feelings and day-to-day needs in different ways. This has been particularly impactful for one child who came to the home struggling to communicate. Staff are now able to successfully support them to express some of their feelings and likes and dislikes.

For children who are due to move on from the home, staff persevere to supporting steps to independence. Family time, where appropriate, is actively encouraged and facilitated by staff in the home. There is also a focus on ensuring that when children leave the home, they leave with detailed memory books and written records of positive memories from their time there.

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

Staff understand the potential risks and safeguarding concerns for the children. They understand the impact that additional needs and/or disabilities can have on the levels of vulnerability of children.

When children go missing, staff take appropriate steps to locate them and bring them home and follow each child's missing-from-home protocol effectively. There are low levels of missing-from-home incidents overall. Plans around when children self-harm are clear and detailed in respect of what actions staff should take if this should occur. Staff provide nurturing and sensitive support to children at these times. ,

Staff attend relevant training to support their understanding around potential safeguarding risks, such as criminal and sexual exploitation and county lines. Staff have attended specific training designed to support them to meet the needs of children with specific complex needs which helps them understand how to provide support.

Although there have been staffing changes in the home, there has remained a level of consistency for children in relation to boundaries and responses to behaviour due to the consistency of the team leaders and manager. There are minimal incidents overall, and this can be linked to the relationship-based approach that staff take in the home. Incidents that have occurred include oversight from managers and a record of important conversations held with children following the events. This helps the manager to identify learning.

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

The manager and deputy manager have high aspirations for the children in the home. There are some plans in place to support children to develop and succeed; however, planning around these goals is hindered by a lack of strong pushback to external agencies around clear future care planning for children.

The manager and the deputy manager understand the home's strengths and weaknesses, and there are plans in place to address areas of development. This is supported by the oversight from senior leaders. An updated statement of purpose has not been received by Ofsted since May 2024, despite significant changes within the home. This has now been updated.

There has been a lack of consistency with supervisions in the last year, but in the last three months, this has been addressed and rectified. There is now a clear record of who needs supervision and when by. Supervision notes are detailed and focused on the children, but there is not always evidence of reflective discussions having been held. Team meetings are clear and very child focused. Areas of improvement are identified, and clear actions are noted.

Plans for children, particularly in respect of what personal and intimate care is being undertaken, are not clear, and records do not evidence or document the level of daily intimate care being provided to one child. This was rectified during the inspection.

The current team of staff feel well supported by the manager and have benefited from the addition of the new deputy manager. They feel the overall morale of the team has improved.

The manager and staff work successfully with external agencies to reach positive outcomes for children. This has also been key in maintaining education placements for the children in the home.



Leaders and managers actively promote tolerance, equality and diversity within the home, and this is enhanced by the recruitment of some overseas workers who have provided an additional element of cultural richness to the home.

There are some vacancies, although these are currently being covered by members of the core staff team. Therefore, agency workers are no longer being used to bridge any gaps. There is a plan for further recruitment of staff.

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 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. The registered person must— keep the statement of purpose under review and, where appropriate, revise it; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (1) (3)(a)(b)) In particular, the registered person must ensure that they review the statement of purpose following key changes in the home and provide an updated version to Ofsted.	1 December 2025
The quality and purpose of care standard is that children receive care from staff who— In particular, the standard in paragraph (1) requires the registered person to— ensure that staff— provide personalised care that meets each child's needs, as recorded in the child's relevant plans, taking account of the child's background. (Regulation 6 (1) (2)(b)(iv))	1 December 2025

Recommendation

- The registered person should challenge any placing authority in respect of unclear and/or incomplete care planning for children. This should be completed before



children move into the home. Planning should be clear in considering future goals for children. ('Guide to the Children's Homes Regulations, including the quality standards', page 56, paragraph 11.5)

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: 1236620

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: Esther Irwin

Registered manager: Tom Jenkins

Inspector

Helen Cushnie, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

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