

1257796

Registered provider: Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private company. It provides care for up to 12 children with ongoing mental health needs who may not be able to live in the community without continued support.

There is a separately registered school on site. The inspectors only inspected the social care provision.

The registered manager left the home in October 2024.

Inspection date: 16 December 2024

This monitoring visit

This visit was undertaken to monitor the compliance notices and restriction of accommodation served following the previous monitoring visit on the 7 November 2024.

At the time of the inspection, there were six children living at the home. Four of the children contributed to the inspection. Children appeared much more settled and comfortable. Children confirmed that they can raise complaints and no longer need to escalate concerns outside the home. Several of their past concerns related to group dynamics and tensions between children and the staff's management of these. Since then, several children have moved on. The restriction of accommodation has meant that no new children have moved in. Children have appreciated this time because it has allowed the group to settle.

Children attend school and college. The nights are settled, and children can sleep without disturbance. Children are aware that once new children move in, this will change the dynamics. Several of the children expressed concerns about this.

The interim management arrangements have been revised and strengthened. The responsible individual has recruited a new manager, who will start in January 2025.

The responsible individual and a regional manager have been overseeing the home since the last monitoring visit. Their oversight, combined with two children moving on and no additional children moving in, has enabled a period of improved stability.

Leaders and managers have reviewed the staff's experience and skill set. This has led to some changes to the rota to try and ensure a balance of experienced and newer staff.

Leaders and managers have responded when they have identified that staff performance has not been as strong as it should be. It is too soon to assess the effectiveness of these actions, but leaders and managers are continuing to monitor staff practice.

Although the home is increasingly settled, there are some natural tensions linked to communal living and children spending long periods inside the home. These have been investigated properly. Conflict resolution has been provided to help children resolve their differences and reflect on their actions.

The staff team has reviewed risk management plans. These provide more succinct guidance for staff to follow. Risk management plans include children's recent incidents and link to relevant risk-reduction strategies. A review of incidents demonstrates that staff use this guidance to safeguard children.

The staff have responded to children experiencing self-injury and sought medical assistance without delay. Incidents show a clear chronology of staff seeking immediate assistance and taking children to health professionals. This shows there are no delays, and the staff are aware of what to do when medical interventions are needed. Improved managerial oversight and better direction have contributed to staff being more accountable.

The management team has responded appropriately to allegations made by children against staff. This includes making referrals to the local authority designated officer and conducting investigations. Actions from investigations are clear and include changes to children's staff allocation. The dynamics between staff and children are being explored to provide learning and prevent further allegations.

There are two recommendations that have not been reviewed as part of this visit and will be reviewed at the next inspection. The steps to meet the previous compliance notices have been met and the restriction of accommodation has been lifted.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/04/2024	Full	Good
16/01/2024	Full	Good
13/12/2022	Full	Good
20/04/2021	Full	Good

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

Recommendations

- The registered person should sustain effective working relationships with each child's placing authority and with other relevant persons. In particular, the registered person should ensure that good levels of communication with the wider network of support for children are consistently maintained. ('Guide to Children's Homes Regulations, including the quality standards', page 52, paragraph 10.3)
- The registered person should ensure that staff can access appropriate facilities and resources to support their training needs. In particular, they should ensure that all staff attend training in the 'Prevent' duty and child criminal exploitation. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.11)

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

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

Children's home details

Unique reference number: 1257796

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: Metropolitan House, 3 Darkes Lane, Potters Bar
EN6 1AG

Responsible individual: Michael Coleman

Registered manager: Post vacant

Inspectors

Deirdra Keating, Social Care Inspector
Ashley Hinson, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked-after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.gov.uk/government/organisations/ofsted.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

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

© Crown copyright 2024