

1258091

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned by a private organisation and provides care for up to five children between the ages of six and 15 years old. Children may have social and emotional difficulties.

The manager has been in post since March 2024 and intends to make an application to register.

At the time of the inspection, three children lived at the home.

Inspection dates: 2 and 3 April 2024

Overall experiences and progress of children and young people, taking into account	good
---	-------------

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

The effectiveness of leaders and managers	good
---	------

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 27 September 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
27/09/2023	Full	Good
20/04/2022	Full	Requires improvement to be good
16/11/2021	Full	Requires improvement to be good
04/08/2021	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

Managers and staff help children to create lifelong memories. Children enjoy a range of activities including visiting a donkey sanctuary and taking part in discos and swimming. Children benefit from being active members of their local community. For example, children are supported by staff to take part in charitable events and to send cards to neighbours during festive periods. Children have adopted a donkey and look forward to celebrating their achievement at parties organised by the staff.

Children enjoy warm and nurturing relationships with managers and staff who work hard to help children feel valued. As a result, children feel safe and are open to discussing anything that concerns them. The approach of staff has helped one child to open up about something important to them and share their thoughts about the support that they need. This enabled the manager to source local groups for the child. Making these connections has built the child's social network and confidence.

Managers and staff consistently support children to make progress with their education. For one child, who had been out of education for two years, managers have worked closely with the child's social worker and with education professionals to locate a suitable place of education. As a result, the child now attends school daily. As part of the routines of the home, children are supported to get to school and to complete their homework. Good communication with each child's school supports children to make progress.

When children move out of the home, this is well managed and children experience a positive end to their time at the home. For example, as a result of the support of staff, one child who has moved on from the home continues to benefit from seeing their peers and doing activities with them.

Staff help children to be healthy. Children are registered with local health services and are supported to maintain good health. Bespoke training for staff about children's health needs helps them to raise their awareness of specific conditions. As a result of staff support, children are now more able to manage their care. For example, one child is now able to independently brush their own teeth due to the creative approach of staff.

The home is warm and homely and has children at the heart of the design. Children's opinions are sought about the home environment, and managers have action plans in place to enhance the fabric of the home.

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

Children are well educated by staff about how to keep themselves safe online. For example, one child had been supported in understanding safe relationships and how to identify risky people online. Consequently, concerns about the child's internet use have decreased.

Managers respond well when children make allegations. Relevant professionals are consulted promptly, and children have the opportunity to discuss their concerns and share their feelings. As a result, children feel heard. There have been no complaints made by children. However, they understand what to do if they are unhappy. Children are confident to speak with staff if they have any issues that they wish to share.

Managers have good oversight of the use of consequences. When consequences are used by staff, they are fair and proportionate. Discussions with the children about the consequence allow them the opportunity to learn from their behaviour. Staff are appropriately trained in the use of physical intervention. After a child has been held, they are spoken to by a person who was not involved in the situation. However, on two occasions, managers did not complete their oversight of incidents promptly. This is a missed opportunity to ensure that any learning is quickly captured and implemented.

The effectiveness of leaders and managers: good

There have been changes to the management team since the previous inspection. When the registered manager left in December 2023, staff were well supported by the regional manager and a manager from another home within the organisation. The current manager started in March 2024 and has continued to be supported by these managers. The new manager is creative and passionate about children achieving the best outcomes.

Staff recruitment practice is safe. Managers assure themselves that staff are suitable and the best fit for the role before they commence in post. Staff receive a good induction when starting at the home. Once safe recruitment checks are complete, managers invite new staff to the home to meet the children. This helps the children to become familiar with who will support them before the staff member starts in role. Staff complete an induction booklet that covers key areas including safeguarding, medication, child protection and the code of conduct.

There are effective monitoring systems in place. The manager completes a monthly audit that includes the review of key areas including children's plans, health and safety and staff development. The regional manager also completes an audit as an assurance that day-to-day management oversight is effective.

Staff receive high-quality supervision. Managers invest in the development of staff and ensure that they regularly check on staff well-being. When practice issues arise, managers use supervision as an opportunity to support staff learning.

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

Recommendation

- The registered person should ensure that all incidents of control, discipline and restraint are subject to systems of regular scrutiny to ensure that their use is fair and the principles as set out in 9.35 are respected. ('Guide to the Children's Homes Regulations, including the quality standards', page 46, paragraph 9.36)

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: 1258091

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: Deborah Robertson-Kesterton

Registered manager: Post vacant

Inspector

Chanel Bryant, 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 <http://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