

1258091

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned children's home is registered to care for up to five children who have suffered early life trauma. There is a registered manager in post.

Inspection dates: 8 to 9 May 2019

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: 31 July 2018

Overall judgement at last inspection: declined in effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
31/07/2018	Interim	Declined in effectiveness
11/04/2018	Full	Good
12/12/2017	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

This inspection was brought forward to investigate specific concerns received by Ofsted. There have been recent incidents which have impacted on the home's local community. The inspection found that staff have appropriately managed children's behaviour. The registered manager and staff have carried out excellent work with the children to promote socially acceptable behaviour and to teach them right from wrong.

The staff team has become increasingly stable, with new staff being appointed who have diverse skills and experience. Staff are well supported by the registered manager and the organisation's clinical team.

All children are in school and have improved school attendance. One child is ready to move into foster care in line with his care plan due to the good progress he has made during the time he has lived at the home. Staff help children to explore their emotions and manage feelings in a more productive and reflective way.

Staff carry out a variety of activities and individual work with children to prepare them for everyday life events, such as attending health appointments going to school and experiencing new activities for the first time. As such, children feel prepared and less anxious about immediate and longer-term plans.

The registered manager and staff are good at supporting children who move in and out of the home. For example, staff prepare and personalise children's bedrooms before they arrive, provide them with child-friendly information and hold a welcome party to help them settle in the home. Children who move out of the home have equally positive experiences, with the staff prioritising the child's needs.

Children enjoy a range of activities. They socialise with other children in the local community and school. One child enjoys riding his bike to school on his own, and another child enjoys after-school activities with a friend from school. Staff keep memory books for children to look back on in the future which capture positive life experiences and support their identity.

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

Staff safeguard children. Physical interventions are only used as a last resort and are proportionate to the risks posed. The registered manager carries out critical reviews if a child is subject to an increased number of physical interventions. This is extremely effective in identifying triggers. Staff are able to understand how their own actions impact on a child, which enables them to adapt their practice accordingly.

Staff do not criminalise children or press charges even when they have called the police. The registered manager and staff have a positive relationship with the local police community support officers who carry out work with the children and build good

relationships with them.

The registered manager works closely with other agencies to ensure that children are safeguarded. When children make allegations, she follows protocols and does not minimise any safeguarding concerns. Investigations completed by the registered manager are detailed and consider lessons to be learned to improve future practice.

The registered manager has thoroughly researched the risks within the local community and has consulted with a range of professionals to gather this information and produce a comprehensive report on the local area. This information has been shared with the children in a child-friendly way, and they are aware that they are safe in and around their home.

The effectiveness of leaders and managers: good

The manager was registered with Ofsted in December 2018 and is in the process of completing her level 5 diploma in leadership and management. The registered manager is committed to her role and the children in her care. She strives for the best outcomes for children and will appropriately challenge others who do not do the same.

Since the last full inspection, the registered manager has flourished in the role. She has met all the previous requirements and recommendations made at the interim inspection and continues to strive for improved care for the children.

Staff feel supported and appreciated by the registered manager. Staff have regular supervision and meetings to reflect on practice and improve their skills. Staff are given additional responsibilities that help them feel valued. The registered manager recognises hard work and understands that a well-supported team will have a positive impact on the children.

The registered manager ensures that staff are up to date with their mandatory training, and she requests additional training to ensure that staff have the appropriate knowledge to meet the children's needs.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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: 4th Floor, Waterfront, Manbre Wharf, Manbre Road, Hammersmith, Middlesex W6 9RU

Responsible individual: Clare Hadfield

Registered manager: Bethany Sutherland

Inspector

Lisa O'Donovan, social care inspector

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