

1272461

Registered provider: Area Camden Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned by a limited company. It provides care for up to four children and young people. In its statement of purpose, the provider states that it provides care for children and young people with emotional and/or behavioural difficulties.

Inspection dates: 28 to 29 January 2020

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: 6 March 2019

Overall judgement at last inspection: sustained effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/03/2019	Interim	Sustained effectiveness
05/11/2018	Full	Good

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, 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 education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— help each child to achieve the child's education and training targets, as recorded in the child's relevant plans. (Regulation 8(1)(2)(a)(i))	01/05/2020
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. (Regulation 13(1)(a)(b)) In particular, that the registered person obtains full information about children at the point of referral and that managers are fully involved in the home's placement referral process.	01/05/2020
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13(1)(a)(2)(h))	01/05/2020

In particular, the registered person must ensure that staffs recording of information is of a high standard. This relates to care plans, and young people's independent living booklets.	
The registered person may only use devices for the monitoring or surveillance of children if— the monitoring or surveillance is for the purpose of safeguarding and promoting the welfare of the child concerned, or other children; the child's placing authority consents in writing to the monitoring or surveillance; so far as reasonably practicable in the light of the child's age and understanding, the child is informed in advance of the intention to do the monitoring or surveillance; and the monitoring or surveillance is no more intrusive than necessary, having regard to the child's need for privacy. (Regulation 24(1)(a)(b)(c)(d))	01/05/2020

Inspection judgements

Overall experiences and progress of children and young people: good

Most children and young people achieve good outcomes and their experiences are largely positive. They share a good relationship with the staff team. Other children and young people do not make good use of their placements and so do not make significant progress.

Children and young people receive individualised care. However, managers do not always obtain full information from placing authorities at the point of referral. This means that at times, key details about children and young people are missing.

The registered manager is not sufficiently involved in the organisation's placement referral process. This does not ensure that the home is able to meet children and young people's needs fully.

Children and young people's learning outcomes are variable. Some attend school regularly and are making good progress. Other children and young people do not engage with their education and so their learning outcomes are not positive.

Older young people take part in an independent skills programme. This is to help prepare them for adulthood. However, staff do not evaluate the degree to which young people accomplish practical daily skills. This makes it difficult to chart the actual progress young people are making.

Children and young people live healthy lives. Staff ensure that they receive appropriate medical care, advice and treatment. Children and young people access specialist support as required. This ensures that their health needs, including mental health support needs, are well met.

Children and young people have good opportunities to share their views about the home. They take part in consultation activities and regularly attend residents' meetings. Children and young people know how to make complaints, but do not feel the need to do so.

Children and young people are treated with dignity and respect, and their identity needs are met. Staff have created a display highlighting different religious festivals. Staff involve children and young people in preparing traditional dishes from around the world. Children and young people attend places of worship if they wish to do so. They work on memorabilia books, which they take when they leave the home.

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

Children and young people are protected from harm and abuse. Risk assessments, however, do not always fully highlight potential risks. For example, risk assessments do not outline the risks posed to children that staff suspect have learning difficulties. This risk increases the level of vulnerability for these children.

Some children and young people are frequently missing or absent from the home without permission. This is of concern. Staff devise strategies to help curb this risky behaviour; however, these are largely ineffective. A child's social worker said, 'I am concerned about the level of missing episodes and do feel that more could have been done in terms of risk assessments and actions for staff to undertake.'

Staff receive training in child protection. Staff are familiar with safeguarding policies and demonstrate a good understanding of safeguarding protocols. Staff's supervision of children and young people is good. Since the last inspection, there have been no incidents of bullying, restraint, accidents or allegations against staff.

Children and young people said that they feel safe and would readily approach staff if they had any concerns. Since the last inspection, there has been one complaint made by a child. This was promptly and appropriately managed.

The recruitment of staff is in line with safe recruitment procedures. This confirms that all staff are suitable to work with vulnerable children and young people. There is a sufficient number of staff to help meet the needs of children and young people.

Managers and staff have effective links with the local authority and safeguarding professionals. Managers and staff are consistent in their communication with other professionals about safeguarding concerns.

The home's physical environment is excellent. The premises are well decorated and furnished and maintained to a very high standard. The premises are safe and secure and there are no health and safety concerns.

The effectiveness of leaders and managers: good

Leaders and managers prioritise the needs of children and young people. The outcomes for most children and young people improve from their starting points and their experiences are positive. However, some children and young people do not make good use of their placements.

The quality of record-keeping is inconsistent. For example, placement plans are vague. These are not explicit in outlining the progress children and young people make. Plans do not outline time frames for goals to be achieved. Young people's independent living booklets do not evaluate their skill levels.

Staff's use of closed-circuit television (CCTV) is not in line with recent Ofsted guidance. Managers and staff do not regularly review whether the use of CCTV is warranted. For example, there is a sufficient number of staff on all shifts, and incidents in the home are rare. Therefore, the use of CCTV under these circumstances is questionable.

Leaders and managers have an ambitious vision for the service and have high expectations for what children and young people can achieve. The registered manager is well qualified and experienced to manage the team.

The staff team has changed since the last inspection, as there have been a number of new appointments. Staff induction and training are comprehensive. This equips staff with sound knowledge and skills which help them to meet children and young people's needs.

The staff team receives good support and supervision from managers and other leaders. Managers conduct staff appraisals annually. Staff said that they appreciate the managers' open-door policy and feel that their views and opinions are taken seriously.

Children and young people benefit from staff's close working relationships with the professionals that are involved in their lives. A social worker said, 'The staff are always very polite. They keep their logs up to date and they email these over frequently. They keep in touch daily if there is a missing episode.'

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: 1272461

Provision sub-type: Children's home

Registered provider: Area Camden Ltd

Registered provider address: 1 Turnpike Lane, London N8 0EP

Responsible individual: Nuala Harrington

Registered manager: Tasmin Lewis

Inspectors

Sandra Jacobs-Walls, social care inspector

Patrick Sullivan, social care inspector

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