

2496625

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 and managed by a private provider. The home provides care for up to two children who may experience social and emotional difficulties.

The manager registered in July 2024 and also manages another of the provider's homes.

Inspection dates: 7 and 8 July 2025

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: 11 June 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/06/2024	Full	Good
11/07/2023	Full	Good
17/11/2022	Full	Good
19/10/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children enjoy living in the home. A consistent, nurturing staff team helps and supports the children to learn and develop. Both children have made progress from their starting points, although one child has only recently come to live in the home. Children say that they feel they can trust staff to help them address their worries.

Transitions to and from the home are well managed by managers and staff. Support and preparation for moving on from the home to independent life have been the focus in recent months due to some children moving out. The transitions are planned well in advance. Children take part in sessions to learn independence skills and develop knowledge that is useful for adulthood. A child who has recently moved on from the home said that she had felt happy in the home and very supported. She said, 'I would come back tomorrow if I could.'

Education is well supported by the staff team who advocate strongly on behalf of children to ensure that they have the right placement for them. Children are making progress in this area, with the older child considering options of college or work.

Staff understand children's needs and vulnerabilities. They work with children to help them address issues from their past as well as develop aspirations for their future. Staff engage children in conversations about their plans and discuss sensitive topics, which ensure that children feel listened to.

Children are supported to access a range of activities and enjoyable experiences. Staff capture the children's memories in photographs to share with the children. This will help children to look back on their time living at the home.

Children are supported by staff to maintain relationships with family and friends who are important to them. Staff take the time to research and understand the children's different cultures and find local groups to help children to stay connected with their cultural identity.

Child-friendly plans and minutes from their meetings help the children to understand how they will be helped and gives them the opportunity to share their views. Daily notes are designed to give children and staff a clear overview of the day's events. However, recordings are too brief to achieve this.

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

Children say that they feel safe living in the home and know who they would turn to if they needed to raise a concern or complaint. The children's risks are well managed and reduce over time.

Behaviour is well managed and care plans and risk assessments guide staff on how to minimise risk. The use of physical intervention has not been needed. Incidents of children being unable to manage their emotions or their own behaviour are rare but are clearly documented, with debriefs and management sign off after incidents occur. This enables the manager to guide staff's practice, so they remain responsive to the children's needs.

Missing-from-home episodes have reduced. Staff are clear about what they need to do should a child go missing and are guided by clear protocols. Children receive return home interviews from an independent person. This ensures that they can share any worries or concerns that they may have about living in the home.

The effectiveness of leaders and managers: good

The manager leads two homes and is supported by experienced deputies. Staff feel that the manager is approachable and is always available if needed. The manager speaks highly of the children and staff, and promotes a culture of mutual respect. Staff value the knowledge and guidance that the manager offers. This promotes a positive working environment.

Staff receive regular practice-related supervision and attend team meetings. Both include detailed discussions about children. The manager provides appropriate challenge to address practice shortfalls, helping staff to learn from their mistakes. Annual appraisals provide an opportunity to review the previous year and plan the development of the service and individual staff.

The manager and staff team work well with other professionals, some of whom described the team as 'brilliant' and feel that staff advocate strongly on behalf of children. These collaborative working relationships help children to make progress.

The training matrix shows that there is a comprehensive development programme for staff. However, a review of the record shows that there are some gaps in updating relevant training. This has not had an impact on the children's experiences to date but may weaken the team's overall effectiveness.

Recruitment practice is well documented. However, the provider has not ensured that copies of previous qualifications are kept on file, and out-of-date documents have been used to verify identification. This weakens safer care practice.

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

Recommendations

- The registered person should ensure that staff maintain their knowledge and skills to meet the needs of the children living in the home. ('The Guide to the Children's Homes Regulations, including the quality standards, page 51, paragraph 10.1)
- The registered person should ensure that safe recruitment practice takes place and that all documents required by Schedule 2 of the Children's Homes (England) Regulations 2015 are on file. ('The Guide to the Children's Homes Regulations, including the quality standards' page 60, paragraph 13.1)
- The registered person should ensure that staff are familiar with the home's recording policy on record-keeping. In particular, staff should ensure that the daily notes for each child give a complete picture of the day. ('The Guide to the Children's Homes Regulations, including the quality standards' page 62, paragraph 14.4)

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: 2496625

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: Ian Raine

Registered manager: Michelle Kelly

Inspector

Sue Atkinson-Millmoor, Social Care Inspector

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