

2534827

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care for up to four children aged between 11 and 18 with complex needs. It is one of a group of homes run by a large independent provider. The organisation has its own school off site, which the children attend.

The registered manager left on 4 January 2023. A new manager was appointed on 1 February and is not yet registered with Ofsted.

Inspection dates: 16 and 17 May 2023

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	requires improvement to be good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 26 May 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/05/2022	Full	Good
04/08/2021	Full	Good
26/11/2019	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

There was one child living in the home at the time of this inspection. This child is beginning to make good progress because of the support they receive.

The home provides children with the opportunity to complete a clinically led therapeutic programme of work. Since the last inspection, two children have successfully completed the programme and had a positive move from the home.

Two children moved on from the home following changes in their behaviours. These moves were a last resort, with leaders and managers putting in extra resources to try and support the children. The staff worked with the children to support them during their moves and have visited the children in their new homes.

The staff help children understand their past traumas and the effect it has on their behaviour. Highly effective teamwork nurtures the children. As a result, children begin to respond to their past experiences.

All children attend the organisation's school. The staff ensure good morning routines, which help children leave for school in a positive frame of mind. As a result, school attendance and engagement are high. The child currently living in the home is making good educational progress.

Monthly team around the child meetings take place with a variety of agencies. This helps professionals work together to ensure consistency of care planning. There is good communication between the home's therapist and staff. This helps the children to engage in therapy.

The staff ensure that children are fully involved in the home and encourage them to share their views in the weekly house meetings. The manager responds to requests and staff complete a 'you said, we did' form for the following meeting. This helps children know that their wishes and views are listened to and acted on.

The atmosphere in the home is calm, inviting and friendly. The child and staff appear happy and relaxed in each other's company. There is shared laughter and appropriate jokes. The child spoke positively about the staff and said that they enjoy spending time with them.

Children are encouraged to participate in the local community. Children have volunteered in the local charity shop and the child currently living in the home has begun to raise money for a specialist support service. This gives children a sense of pride and community spirit.

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

The staff build positive relationships with the children, helping them to feel settled and safe. The manager ensures that the staff receive suitable training and understand how to report concerns. The child said that they feel safe living in the home and that they can talk to staff if they are upset or worried.

Good care planning means that the staff have a good understanding of children's individual risks. Staff understand what may trigger distress or difficult behaviour for children.

When significant incidents occur, these are managed effectively. Risk assessments are detailed and reviewed after each incident. This supports staff to keep children safe.

Consequences are fair and proportionate. Staff know the importance of rewarding children for positive behaviours rather than focusing on negative behaviour. The children comment on and sign the records of consequences. The manager then evaluates these records. The overall approach has led to a reduction in the use of consequences.

On one occasion, leaders and managers did not share concerns about an agency member of staff with the local authority designated officer (LADO) in a timely manner. Although these concerns were quickly shared with the employment agency and eventually shared with LADO, failure to share concerns promptly has the potential to compromise investigations, and in turn, children's safety.

The effectiveness of leaders and managers: good

The manager has been in post since February 2023 and is in the process of enrolling on the level 5 qualification in residential childcare.

The manager notifies Ofsted of significant events at the home. However, some of the notifications have not been sent promptly. This prevents Ofsted from having timely oversight of safeguarding concerns at the home.

Leaders and managers do not ensure that all staff receive regular supervision. This does not ensure that staff have the necessary support to carry out their role. The new manager has begun to make some improvements. However, these changes have yet to be embedded.

Leaders and managers have not ensured that the location risk assessment considers all potential risks in the area. As a result, the staff may not fully understand potential risks for vulnerable children and how these can be reduced.

The manager ensures that staff complete appropriate training. The clinical team provides extra training to help staff have the skills to work with the children. The staff have achieved or are working towards a relevant level 3 qualification.

Leaders and managers ensure that staff are flexible and enthusiastic. Staff enjoy working as part of a well-motivated and supportive team.

Staff celebrate children's achievements. Leaders and managers ensure that weekly reports capture the positive effect that the care has on children's progress. A social worker said that these reports are informative and help her understand the child's progress.

Leaders and managers have strong relationships with professionals. Social workers describe the communication as 'very good'. They say there is no delay in sharing information. Leaders and managers challenge any decisions made if they feel they are not in the best interest of the child.

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child protection policies. (Regulation 12 (1)(vi)(vii))	30 June 2023
The registered person must notify HMCI and each other relevant person without delay if— an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious; there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(b)(e))	30 June 2023
The registered person must ensure that all employees— receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(b))	30 June 2023

Recommendation

- The registered person should ensure that the location review includes the identification of any risks and opportunities presented by the home's location and strategies for managing these. ('Guide to the Children's Homes Regulations, including the quality standards', page 64, paragraph 15.1)

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: 2534827

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: Dennise Springett

Registered manager: Post vacant

Inspector

Trish Palmer, Social Care Inspector

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