

# 2550622

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is operated by a large private company and provides care for up to four children. At the time of the inspection, four children were living in the home.

The manager registered with Ofsted in May 2023.

### Inspection dates: 14 and 15 May 2024

|                                                                                           |             |
|-------------------------------------------------------------------------------------------|-------------|
| <b>Overall experiences and progress of children and young people,</b> taking into account | <b>good</b> |
|-------------------------------------------------------------------------------------------|-------------|

|                                                             |      |
|-------------------------------------------------------------|------|
| 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:** 5 December 2023

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

| Inspection date | Inspection type | Inspection judgement            |
|-----------------|-----------------|---------------------------------|
| 05/12/2023      | Full            | Good                            |
| 19/07/2022      | Full            | Good                            |
| 15/03/2022      | Interim         | Improved effectiveness          |
| 21/09/2021      | Full            | Requires improvement to be good |

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Children have positive relationships with staff and trust them. Children are consulted with and have opportunities to speak with a trusted adult about any worries or concerns they may have. Children are supported by a strong and nurturing staff team.

Staff are ambitious for children's futures. When children have not had an educational placement, staff have liaised with virtual school heads to advocate for a return to school as soon as possible. Alternative opportunities to learn have been put in place.

Children are supported to participate in activities that they enjoy such as youth clubs, boxing and attending the gym. Children's rights are respected and promoted. Children are supported to engage in faith-based activities specific to their needs.

Staff understand children's individual communication needs. When English is not the child's first language, staff ensure that translators are available so that children can contribute to meetings about their care. This means that children can participate fully in their daily lives and that their views are heard.

Children are in good physical health. Staff encourage children to attend at relevant appointments. Specialist support in relation to mental health is available for children should they need this.

Leaders and managers have monitoring systems in place. However, the manager does not ensure that staff routinely monitor and act when there are shortfalls in the environment.

Staff know who is important to children. They ensure that children can spend time with their family and work closely with the placing authority to ensure that these arrangements are safe.

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

Staff are clear about the risks for children and understand their roles and responsibilities in putting this into practice so children are safe. Individual risk management plans are in place for each child.

Staff have strong, working relationships with professionals such as the police. Staff ensure that any new information, including changes in children's behaviour, is shared immediately. Staff attend regular meetings to consider alternative strategies to reduce harm.

When children have been missing from home, there is a proactive response. Staff complete area searches and go to known locations to locate children without delay.

Children are supported to understand how they can manage their feelings safely. Staff respond consistently to children with clear boundaries in place. As a result, children are able to take responsibility for their behaviour.

Room searches are carried out sensitively when there are concerns about a child's safety. The children are supported to understand the reason why this has happened, and plans are updated.

On one occasion, a child had made an allegation. Leaders and managers ensured that information was shared with the social worker and local authority designated officer. However, they did not follow their internal safeguarding processes. Furthermore, the child has not been responded to with an outcome in a timely manner. This does not support children feeling listened to.

### **The effectiveness of leaders and managers: good**

The manager is suitably qualified and experienced and is supported by a strong deputy manager. There is a consistent and permanent staff team, and staff are either qualified or working towards their qualification.

Team meetings are held each month, and these provide staff with the opportunity to review the progress that children are making. Additionally, the meetings are used to reflect and identify any areas of development and to ensure that staff have the training and skills necessary to care for children safely.

Safer recruitment processes are in place to consider the suitability of staff working with children. New staff to the home are provided with a robust induction. Staff, including new staff, understand the actions needed to keep children safe.

The manager takes effective action when children are not settling into the home and ensures that plans are reviewed with the placing authority. However, the manager did not have all relevant documents in place for one child. This has not impacted on the quality of the child's care.

The manager has monitoring systems in place and uses the quality-of-care review to assess the strengths and areas of development in the home, to improve the quality of care that children receive.

External professionals are positive about the care children receive. A police community support officer said, 'Staff are committed, consistent and provide excellent care.'

The previous requirements and recommendations made at the last inspection have been met.

## 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, The 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     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| <p>The protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(b))</p> <p>Specifically, the manager needs to follow their safeguarding procedures so that allegations are investigated swiftly, and the outcome is communicated to children.</p>                                                                                                                                                                                                             | 12 June 2024 |
| <p>The quality and purpose of care standard is that children receive care from staff who—</p> <p>understand the children's home's overall aims and the outcomes it seeks to achieve for children;</p> <p>use this understanding to deliver care that meets children's needs and supports them to fulfil their potential.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that the premises used for the purposes of the home are designed and furnished so as to—</p> <p>meet the needs of each child. (Regulation 6 (1)(a)(b) (2)(c)(i))</p> <p>Specifically, that damage is repaired in a timely manner. In addition, the manager should ensure that children's bedrooms are personalised and maintained to a high standard.</p> | 12 June 2024 |

## **Recommendation**

- The registered person should challenge (under regulation 5(c)) any placing authority that asks them to accept a child in the absence of a complete and current relevant plan, as the expectation that a placement of a child without the necessary information would go ahead (in circumstances other than an emergency) is inadequate in relation to their role. ('Guide to the Children's Homes Regulations', including the quality standards', page 56, paragraph 11.5)

## **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:** 2550622

**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:** Leanne Woodings

**Registered manager:** Faisal Hussain

## Inspectors

Nicola Forrester, Social Care Inspector  
Genevieve O'Reilly, Social Care Inspector

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