

2550622

Registered provider: Cambian Childcare Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

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

The manager was registered on 1 June 2020.

Inspection date: 15 March 2022

Date of last inspection: 21 September 2021

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged requires improvement to be good at the last full inspection. At this interim inspection, Ofsted judged that it has improved effectiveness.

Since the last inspection, the registered manager has ensured that all previous requirements and recommendations have been met. The consistency of care provided to children has improved which means that children are better able to develop positive relationships with staff. There has been changes to the staff team which is more experienced and able to manage children's behaviour and needs more effectively. Staff have benefited from training and development opportunities and now have the skills to meet children's individual needs.

Children live in a warm and comfortable environment. The home has been completely refurbished since the last inspection. Children have personalised the home with their possessions and have their own pets to look after. This helps children to settle into the home and to feel a sense of belonging. One child said, 'I feel happy living here, it feels like a proper home.'

Staff support children to receive education. One child's school attendance is 100%. Another child, who has recently moved into the home, is completing educational activities in the home and the community while a school place is secured.

Children are supported to be physically healthy by taking part in activities, such as attending the gym and going for walks in the local countryside. Children are provided with a balanced diet and their independence skills are developed through their involvement in meal planning, shopping and cooking with staff. Children's emotional health is promoted through staff developing positive relationships with children and supporting children to attend their appointments with professionals to receive therapeutic support. As a result, children are making good progress from their starting points.

Three children have moved out of the home since the last inspection. For two of these children, it was in an unplanned way. Staff were unable to manage the children's behaviour and this led to an escalation in incidents with staff being injured and damage caused to the home. The registered manager gave notice on the children's placement in the home. She was aware at the time that shortfalls in staffing meant that children were not receiving consistent care which could meet their needs. Consequently, children have experienced further changes in where they live.

One child moved out of the home in a planned way. They had lived in the home for a long period, and this was a positive move into foster care. Staff supported this

child with their move and they remain in contact. Staff described how proud they are with the child's continued progress in their new home.

Two children have moved into the home since the last inspection. This has taken place in a planned way. The registered manager ensured that she has matched the children's needs to the home and the staff group as well as each other. The children's social workers feel this has been a good move for both children and values the registered manager's careful planning and staff's skills in making children feel valued and welcome. Children are encouraged to engage in lots of activities in the home, such as baking, gaming and arts and crafts. They also engage in lots of different activities in the community, such as skateboarding lessons, trampolining and visiting museums and farms. Both children are making good progress.

When children are missing from care, staff follow agreed missing-from-care protocols and search for children in familiar places. Staff are persistent in keeping in touch with them and work with placing authorities, families and the police in a coordinated way to ensure that children are located as soon as possible. As a result, there is no delay in children being located.

The registered manager has effective systems in place to monitor the quality of care and has been making good use of these to drive forward improvements. The home is now staffed by a more consistent staff team who benefit from reflective supervision and support. The registered manager is reflective and has learned from previous experiences. This is evident in that she has ensured that when a team leader has been away from the home for an extended period, she has secured cover by a similarly experienced staff member who is also a team leader to provide the consistency and skill to meet children's needs. There are no requirements raised at this inspection.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/09/2021	Full	Requires improvement to be good

Information about this inspection

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full 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, Hertfordshire EN6 1AG

Responsible individual: Kelly-Anne Wade

Registered manager: Amy Condron

Inspector

Rebecca Quested, Social Care Inspector

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