

2550622

Registered provider: Cambian Childcare Limited

Full 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 dates: 19 and 20 July 2022

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	requires improvement to be good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 15 March 2022

Overall judgement at last inspection: improved effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
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 are cared for well in this home. Children have individual plans and are enabled to build secure relationships with adults. Staff pay attention to the detail of each child's needs and are starting to get to know them well. Children are supported to have positive experiences and they are starting to make progress. This builds children's confidence and feelings of security. A teacher said, '[Name of child] has really grown in confidence.'

Communication with children is good. Children have weekly meetings where they are consulted about their day-to-day choices, such as their meals, clothes and activities they may want to participate in. They make choices with regards to how their rooms are decorated and furnished. This helps children to feel listened to and empowered to make positive decisions.

Children are encouraged to attend education. One child has 100% attendance and has just completed their GCSE examinations, and they have a place at college in September. Another child has attended school sporadically. When the child does not attend, staff encourage participation in a structured day.

Staff promote age-appropriate independence skills. Children are encouraged and supported to develop the necessary skills for the next step on their journey. Children are prepared practically and emotionally for their next steps.

Children are supported to maintain good physical and emotional health. Staff are aware of children's individual needs and work hard to ensure that those needs are met, including working in partnership with health professionals.

How well children and young people are helped and protected: requires improvement to be good

When children have gone missing from home, staff have, on occasion, sent taxis to pick them up. Children have not felt safe and have decided not to get in the taxi. This has meant that the missing episodes have been for longer periods of time and, therefore, the child has been at continued risk.

Not all relevant risks are currently identified in the children's risk assessments, particularly regarding exploitation. This will lead to some indicators of risk not being recognised and children being left at risk of harm.

Children's behaviour is analysed and managed well. Staff take the time to understand what the children need individually and put measures in place to support their positive behaviour. There are clear routines and boundaries in place, and children are encouraged to behave well by receiving both long- and short-term

rewards for good behaviour. Children are learning that behaving well is beneficial to them and that they will receive a positive response to good behaviour.

The home has effective links with social workers and other safeguarding agencies. There is good communication about safeguarding issues. These links support a coordinated response to promoting children's safety.

Safer recruitment processes for staff are in place. However, there is a lack of professional curiosity in making additional checks and following up when references are not clear.

The effectiveness of leaders and managers: good

The home is managed effectively by an experienced manager. The manager is clear about striving towards good outcomes for children.

The manager supports staff to enable them to carry out their work to a good standard. Staff are offered regular supportive supervision and annual appraisals. They are supported with training to ensure that they are informed about how to meet the needs of the children in their care. Children benefit from being looked after by adults who understand how to meet their needs.

The manager works proactively with other agencies and professionals. She has good working relationships with social workers and partner agencies. A social worker said, 'The communication is good. I am always kept updated.'

The manager has an effective monitoring and review system, which helps her to keep a clear focus on the children's needs and helps to ensure that standards are maintained in the home.

The garden area of the home is quite bare and does not contain any play equipment. This is a missed opportunity for the summer months, particularly as one of the children has made a request for more play equipment.

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— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; manage relationships between children to prevent them from harming each other; and take effective action whenever there is a serious concern about a child's welfare. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(iv)(vi)) In particular, ensure that risk assessments reflect children's risks, including the risk they may pose to each other. Ensure that safer recruitment processes are followed thoroughly. Ensure that there is a consistent approach to when children are missing from home, including children being safely transported home when they are found.	12 August 2022

Recommendations

- The registered person should ensure that the children are accessing full-time education or undertaking equivalent activities during school hours. Sometimes,

this might involve being creative and challenging children to learn. ('Guide to the Children's Homes Regulations, including the quality standards', paragraph 9.15, page 43)

- The registered person should ensure that the children's home is homely and child focused, and that children have appropriate play equipment. ('Guide to the Children's Homes Regulations, including the quality standards', paragraph 3.9, page 15)

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: Kelly-Anne Wade

Registered manager: Amy Condron

Inspector

Cathy Wilkins, Social Care Inspector

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