

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 provider. The home provides care for up to four children who may experience social and emotional difficulties. At the time of the inspection, three children were living in the home.

The manager registered with Ofsted in May 2023.

Inspection dates: 20 and 21 May 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: 14 May 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/05/2024	Full	Good
05/12/2023	Full	Good
19/07/2022	Full	Good
15/03/2022	Interim	Improved effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

Three children are currently living at the home. Since the last inspection, two children have moved into semi-independence as arranged and planned by their individual placing authorities, and one child has moved into the home. Appropriate assessments have been undertaken to support all the children to share the home as well as making sure the home is able to meet the individual needs of the children.

Children have good relationships with staff and say they feel cared for and supported well. All the children say they feel safe and happy living at the home. Staff provide a nurturing and caring environment for the children to flourish in. Children say they feel consulted and have a real say in their individual care and support.

Staff recognise and understand the importance of education for children. They are proactive in liaising with education providers to support individual education plans. When children are preparing to leave education, staff help them to develop individual CVs as well as supporting them to access further education or employment opportunities.

Healthcare needs are met well, with staff supporting children to attend healthcare appointments when needed.

Children are encouraged to follow their own choices of activities based on their individual interests, for example music, football, swimming and using local leisure facilities. This means that when they move on to semi-independence, they can still pursue leisure activities that they enjoy.

Staff support children to maintain positive family relationships and spend time with their friends. Parents say staff make them feel very welcome when they visit the home. One parent said, 'The staff are always welcoming, and the home feels like a family home. My child tells me the staff care and support him well, and he is happy there.'

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

Staff have a good overall understanding of safeguarding and their role and responsibility in relation to keeping children safe. Managers have developed good links with the local authority designated safeguarding lead, who has attended one of the home's team meetings to provide information about safeguarding children and young people. In addition, the manager ensures that safeguarding discussions are a regular feature of team meetings and staff supervision to underpin staff knowledge and ongoing practice.

Children benefit from having clear routines, and boundaries are in place. This helps children to understand acceptable behaviours and provides them with safe and supportive care. Praise and rewards are used regularly to promote positive behaviour, and since the last inspection, no negative consequences have been implemented. Staff

have undertaken appropriate training in de-escalating negative behaviours; this further supports children to manage their behaviour and emotions.

Staff ensure that individual risk assessments are reflective of current risks for children, and there are clear strategies to minimise risk. Staff also ensure that individual time is spent with children to help them in relation to understanding and managing everyday risks to keep them safe.

There have been few incidents of children going missing from the home. When this occurs, staff are proactive in following agreed procedures to support the children's safe return home. Children can speak with an independent person about the reason for them going missing. Any information provided, if it is in relation to something within the home, is relayed to the manager to enable him to address this, thereby reducing the risk of this occurring again.

Allegations and complaints are handled sensitively, and the person making the allegation or complaint is kept informed of the process and outcome.

The effectiveness of leaders and managers: good

The home is managed by a suitably qualified and experienced registered manager. He has high aspirations for all children living at the home. This is reflected by the staff, who share his enthusiasm and vision for helping children to feel settled and achieve positive outcomes.

Since the last inspection, there have been several new staff recruited to ensure that there are enough staff to provide care for the children living at the home. The home currently has a vacancy for a deputy manager, which the organisation is currently recruiting to fill. If additional staffing is required to cover sickness or absence, the manager uses the organisation's bank staff. This promotes the continuity of care for children.

Staff access regular supervision that enables them to reflect on their practice and provides them with ongoing support and development. Staff say they value supervision, as this helps them to continually improve their practice. Regular team meetings are held each month, which further underpin the staff's knowledge, skills and daily practice.

Professionals speak highly of the multi-disciplinary approach of the home and the wraparound care and support the staff provide. This supports the children to make progress in line with their individual care plans.

The manager has addressed the two requirements and one recommendation made at the last inspection. These were in relation to keeping children informed of the progress of any allegation or complaint made and ensuring the home is maintained and decorated appropriately.

The manager has good monitoring systems in place to continually assess the practice in the home. When there has been a serious or significant incident, in most cases, the manager has informed the relevant agencies. However, the regulator was not notified of one incident. Despite the incident being addressed appropriately, this prevented the regulator from having full oversight of the incident and outcome as required by regulation.

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
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))	1 July 2025

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: 5th Floor, Metropolitan House, 3 Darkes Lane, Potters Bar, Hertfordshire EN6 1AG

Responsible individual: Leanne Woodings

Registered manager: Faisal Hussain

Inspector

Sarah Oldham, Social Care Inspector

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