

2556596

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately owned children's home. It is registered to provide care for up to two children who may have social and emotional difficulties.

There is a manager in post who has applied to register.

At the time of this inspection, one child was living at the home.

Inspection dates: 24 and 25 June 2025

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	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 16 July 2024

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/07/2024	Full	Requires improvement to be good
25/10/2023	Full	Good
24/05/2022	Full	Requires improvement to be good
11/05/2021	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last full inspection, two children have moved into the home and three children have moved out of the home. The manager completes an assessment to ensure that staff can meet the needs of children before they move into the home. However, the manager does not consistently consult with others who know the child's current needs and risks. This shortfall has impacted on one child's time living in the home.

When children move into the home, they have a positive experience and are welcomed sensitively. Children visit the home beforehand and meet staff. Endings are a positive experience for children who move on from the home. The manager ensures that there is a clear plan in place for staff to support the children to move on from the home.

The children enjoy trusting relationships with staff who know them well. Staff offer nurturing, supportive care to the children. Staff speak proudly about children and the progress they make.

Children's views about the home and their care are listened to and acted on by staff. This helps children to feel valued and recognise that their views are taken seriously. It also contributes to them feeling safe and well cared for.

Staff support children to attend regular, routine health appointments. Staff have supported one child to understand the reason why medication is needed. This has helped the child to take the medication more consistently, and she has learned how to order her own prescriptions independently.

Education for children is promoted. When there are barriers to the child attending education, the manager works effectively with external agencies to identify a solution. Staff explore a range of options with the children to engage in education and to consider options for further education.

The home provides a warm, welcoming and homely feel. The manager and staff team have created a nurturing space for children to live. The home has been modernised and redecorated and provides a high-quality, comfortable space for children and staff. The home has a cat who the children enjoy spending time with.

There is a therapist who works directly with children and staff to support children's needs and behaviours. This helps to ensure that there is timely access to therapeutic support to meet children's emotional health.

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

Children's needs are known and understood. Their plans are clear, detailed and have guidance for staff to follow.

When children go missing from the home, staff respond promptly and follow the children's individual plans with persistence and determination. They demonstrate a proactive approach and display professional curiosity in their efforts to locate and safely return the children. Detailed records are maintained for each incident, clearly outlining the actions taken by staff to secure the children's safe return. Staff engage with the children after their return, to gain insight into their experiences and work to reduce the likelihood of future episodes. However, there is inconsistency in the provision of independent return home interviews. Although the manager has raised this concern with the placing authority, an effective resolution has yet to be established.

Incidents involving children are well managed. Staff complete detailed and accurate records following the incident. The manager has effective oversight of staff practice and identifies any actions required following incidents. This helps to keep children safe.

When searches of children's bedrooms are required to safeguard children, staff respond in a timely manner. Staff explain to children why the room search is necessary and talk to children if any items of concern are found.

Staff actively support children in recognising and managing difficult emotions by helping them to develop positive coping strategies. A therapeutic approach underpins their practice, fostering emotional regulation and promoting appropriate behaviour. Staff have not been required to use physical restraint to maintain safety, reflecting the effectiveness of their approach.

Individualised behaviour support plans are in place and consistently followed, which are tailored to each child's needs. Staff regularly offer praise and encouragement, celebrating each child's achievements. Restorative practices are used to help children reflect on their actions and repair relationships.

The manager collaborates effectively with external professionals to implement strategies that reduce risks to children. Direct work is undertaken with each child to build their understanding of potential risks, empowering them to make safer, more informed choices in their daily lives.

The effectiveness of leaders and managers: good

The manager is aspirational about the children's futures and is child centred. She knows the children well. She leads by example to create a nurturing environment for the children. Staff say that they enjoy working in the home and are supported by the manager.

The manager maintains effective communication with external partner agencies and consistently advocates on behalf of the children. She escalates concerns when children's needs are not being met. However, these efforts have not always resulted in timely or effective outcomes. For instance, when a child was admitted to the home in an emergency, the relevant written plans and documentation from the placing authority

were not provided. Despite the manager escalating this issue, the necessary documentation has still not been received.

The manager has taken steps to establish a stable and consistent staff team in the home. She places a strong emphasis on staff development, ensuring that team members have access to a comprehensive training programme that is tailored to the individual needs of the children in their care.

Staff say that they have lots of opportunities to discuss and reflect on their care of the children during regular team meetings and supervision sessions.

The manager's internal reviewing and monitoring systems are effective. The manager ensures that she has oversight of all documents and ensures that staff have read and understood children's plans. The manager benefits from the external monitoring provided by the independent person.

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
In meeting the quality standards, the registered person must, and must ensure that staff— seek to involve each child's placing authority effectively in the child's care, in accordance with the child's relevant plans; and if the registered person considers, or staff consider, a placing authority's or a relevant person's performance or response to be inadequate in relation to their role, challenge the placing authority or the relevant person to seek to ensure that each child's needs are met in accordance with the child's relevant plans. (Regulation 5 (a)(c)) In particular, the registered provider should ensure that when there are concerns in relation to the practice of the child's placing authority, these are escalated to ensure that they are addressed in a timely manner.	15 August 2025
The care planning standard is that children— receive effectively planned care in or through the children's home. In particular, the standard in paragraph (1) requires the registered person to ensure— that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home's statement of purpose; that each child's relevant plans are followed; that staff help each child to access and contribute to the records kept by the registered person in relation to the child. (Regulation 14 (1)(a) (2)(a)(c)(f))	15 August 2025

In particular, the registered provider must ensure that they gain all the necessary information and effectively consult with others to ensure that only children whose needs the staff can meet move into the home.	
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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: 2556596

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: Katy Parsonage

Registered manager: Post vacant

Inspector

Suzanne Birchall, Social Care Inspector

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