

2594007

Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and managed by a private company. It provides care and support for up to two children with emotional and social needs. No children were living at the home at the time of the inspection.

The manager registered with Ofsted in January 2025.

Inspection date: 3 January 2025

This monitoring visit

Following an assurance inspection on 31 October 2024, we identified serious and widespread concerns in relation to the care or protection of children. Two compliance notices relating to regulation 12, the protection of children standard and regulation 13, the leadership and management standard, were issued under section 22A of the Care Standards Act 2000. The home was suspended at this point.

The purpose of this visit was to review whether leaders and managers have met the steps required within the compliance notices and assess whether further enforcement action is required. The manager was present for the monitoring visit and is overseeing the day-to-day running of the home. No children have lived here since the home's registration was suspended.

A new manager who is familiar with the home has been appointed. The manager was interviewed before this visit and is now registered. The previously registered manager is no longer registered after submitting a voluntary cancellation. A new responsible individual has also been identified who knows the home well. This means that there will be a consistent management team whose members have a good understanding of the home and know the staff well.

Since the last inspection, managers and staff have attended a range of training, including child protection, safeguarding children, understanding exploitation,

understanding neglect and professional curiosity. Leaders and managers have encouraged staff to reflect on their learning in team meetings and supervision sessions and used case study examples and quizzes to assess what staff have learned and identify any developmental needs. Staff have developed their skills, knowledge and understanding of how to keep children safe.

There have been regular team meetings, and these are more structured since the last inspection. Leaders and managers have given staff clear expectations about their roles to ensure that they understand their responsibilities in caring for children and keeping them safe. There are plans in place to continue to develop and educate staff about their roles and responsibilities.

Staff have attended missing-from-home training. There have been reflective learning discussions focusing on what to do when children go missing from home. The manager has provided clear guidelines for staff, including what actions they should take, who they need to report to and how they should record incidents.

The manager has ensured that the staff have the skills and knowledge to store and administer medication safely and record this appropriately. Staff have attended training to support this. There are plans in place to further develop and assess staff competency in practice when children live in the home.

Since the last inspection, the manager has been proactive in providing further learning opportunities to ensure that shortfalls in practice are addressed. Learning resources have been collated, so they are readily available for staff and children on subject areas such as substance misuse, exploitation, self-harm, bullying and internet safety. The manager has implemented a reflective model for supervision sessions and discussions following incidents to encourage reflective practice.

The manager now has monitoring systems in place to ensure that any gaps in practice are identified and addressed with staff. An independent audit of the home has been completed to further explore areas for future development and some of the actions are already being implemented. The manager has begun to implement a new model called 'STEP and Star,' which focuses on the children's areas of development and measures progress. All staff have completed this training.

Following this monitoring visit, a case review was held on 20 January 2025, where it was agreed that the provider had met all the steps in the compliance notices. It was also agreed that no further enforcement action is required and so the home is no longer suspended. The recommendations made at the assurance inspection have not been reviewed and will be reviewed at the next inspection.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/08/2024	Full	Good
14/05/2024	Full	Inadequate
25/07/2023	Full	Requires improvement to be good
12/07/2022	Full	Good

What does the children's home need to do to improve?

Recommendations

- The registered person should ensure that staff help children understand, and where necessary work to change negative behaviours in key areas of health and well-being, such as the use of vapes and tobacco. ('Guide to the Children's Homes Regulations, including the quality standards,' page 35, paragraph 7.18)
- The registered person should ensure that staff understand the importance of careful, objective, and clear recording. This includes clear recording regarding treatment plans for children with an injury. ('Guide to the Children's Homes Regulations, including the quality standards,' page 62, paragraph 14.4)

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 2594007

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: Sarah Boddy

Registered manager: Gavin Winters

Inspector

Sarah Probert, Social Care Inspector

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