

2594007

Registered provider: Cambian Childcare Limited

Full inspection

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 two children with emotional and social needs.

Two children were living in the home at the time of the inspection.

The manager registered with Ofsted in June 2020. The manager is not currently in work. An interim manager is in post.

Inspection dates: 20 and 21 August 2024

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: 14 May 2024

Overall judgement at last inspection: inadequate

Enforcement action since last inspection:

Following the inspection on 14 May 2024, compliance notices were issued in regulation 12, the protection of children standard, and regulation 13, the leadership and management standard. These compliances were monitored on the 4 July 2024, where they were judged to have been met.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/05/2024	Full	Inadequate
25/07/2023	Full	Requires improvement to be good
12/07/2022	Full	Good
28/03/2022	Interim	Improved effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

There has been one child move out of the home and one child has moved in since the last inspection. Children moving in and out of the home are supported to move in a planned way where possible. The manager ensures that careful consideration is given to all the children's needs, and that staff have the skills to meet these before children move into the home.

Children are supported to engage in their education and staff have high aspirations for them. A child recently completed their GCSE exams and is enrolling in college for September. When a child does not have a school identified, the manager advocates on behalf of the child to secure an appropriate alternative, such as online learning. The child has spoken positively about education, expressed their wish to attend school and is eager to learn.

Health needs are well met. Both children are registered with the GP, dentist, and opticians. One child with additional medical needs is supported to take their medication daily. Children who are struggling with their diet are referred to the relevant health professionals for support. However, staff do not proactively educate or challenge children who vape.

Staff promote children to develop their independence. Children are taught how to budget and prepare meals. There are identified tasks for the children to learn. As a result, children are developing their independence skills and sense of identity.

Children's views are sought regularly. They are involved with the development of the home. Children have been involved in how their bedrooms are decorated and the layout of their bedroom to suit their own personal taste. One child said, 'This feels more like home than where I was before.'

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

Staff understand how to respond to missing-from-home incidents. They are proactive at trying to locate the child and follow the missing-from-home protocol. They work with professionals to bring children home safely. Staff know what steps to take when a child goes missing from home.

Children understand how to make a complaint. There is a detailed children's guide that children are provided with when they move into the home. Staff have built relationships with the children and children can identify who they can speak to if they feel unsafe. One child who recently moved into the home said that they know who to complain to and have been offered support of the advocate.

Physical intervention has not been used and incidents are rare. This is due to the relationships that the staff have with children. Staff can de-escalate situations by considering information in the children's behaviour support guidelines.

Risk assessments provide clear details to help staff understand how to respond to risks. When a child recently moved in with only limited information, the manager ensured that they collaborated effectively with other professionals to develop their understanding about the child's needs. Risk assessments are detailed and are reviewed regularly and adapted accordingly as the manager and staff develop a greater understanding of the child's needs.

The home has recently been refurbished throughout. It is warm and welcoming. The manager ensures that any damages are repaired immediately. The fire risk assessment is reviewed annually. The interim manager has reviewed this and ensured that all actions are being completed to minimise the risk of fire in the home.

The effectiveness of leaders and managers: good

The new interim manager is experienced and appropriately qualified. He has already made changes to improve the care provided and has a clear vision for the future of the home. The manager ensures that the home is properly staffed to meet the needs of the children. Bank staff are used, but the manager ensures that these are regular bank staff who the children know, to support stability.

Staff say that they feel supported by the manager and there is now more consistency, which has positively impacted the children. The staff are receiving regular supervision that they say is helpful to them. Team meetings are regular, well attended, and detailed. The meetings are an opportunity to discuss the children alongside development of the staff. The staff have attended the training required to meet the needs of the children.

The manager reviews all records of discussions with children. Records are written to the child to help them understand the aspects of their lives. Areas of improvement are identified and addressed with staff. However, the manager has not ensured that a treatment plan for a child is clear. Plans should be clear so that staff can follow this consistently. An unclear plan, therefore, may lead to inconsistency in practice and may have a negative effect on the care provided to the child.

The manager is a strong advocate for the children, and they speak fondly of them. The manager is confident in addressing issues with other professionals and to escalate these, when necessary, in the interests of children.

Managers and leaders have clear systems in place to monitor the quality of care provided. There is an action plan, which the regional manager reviews monthly. The plan reviews the progress made since the last inspection and assists managers in monitoring sustainability of the changes made. This helps to ensure that children are making progress and receiving the care required to meet their needs.

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

Recommendations

- Staff should 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)
- Staff should 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

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: 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: Kymberley Grantham

Inspector

Sarah Probert, Social Care Inspector

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