

2594007

Registered provider: Cambian Childcare Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately run children's home, which provides care for up to two children with social and/or emotional difficulties.

The manager registered with Ofsted in June 2020. She is working towards the required management qualification.

Inspection date: 28 March 2022

Date of last inspection: 23 August 2021

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged requires improvement to be good at the last full inspection. At this interim inspection, Ofsted judged that it has improved effectiveness.

The manager has worked hard, using her internal and external monitoring systems, to improve the operation of the home. She has successfully addressed six of the seven requirements and all five of the recommendations raised at the last inspection. This ensures that the children benefit from good experiences, which helps them to progress and be safe.

Children are making progress with their individual goals and targets. They are encouraged and supported well to attend education, which is tailored to their individual needs. When children face challenges with attending education, the manager and staff work closely with education staff. This ensures that there are adequate arrangements in place for children to continue with their learning.

Children's health needs are clearly understood. Some children have developed the skills to identify and address their own health needs in preparation for their move on to independence. Other children are encouraged to attend health appointments and work with specialist health services to support them with meeting their needs. While some children have embraced this, those who are still reluctant to attend are supported well by staff to consider the health benefits of doing so.

The manager carefully considers all the children's needs before new children move into the home. The manager works well with other agencies to identify, reduce and manage any possible risks that there may be for those children who move into the home, as well as for those children who are already living there. The manager keeps the children's needs and risks under regular review. This ensures that children receive a good level of safe care from staff who understand their needs before they move in. One professional said:

'This was probably the best transition I have been involved in. The transition was really well managed. The communication continued after [name of child] moved in. This prevented [name of child] from playing one home off against the other. This also ensured that the rules and boundaries were maintained.'

The manager has improved the safeguarding arrangements for the children. Children's risk assessments are explicit so the staff understand the children's needs and risks and know what they must do to keep the children safe. These assessments are not only individualised to each child's bespoke needs, but they also provide specific guidance to each member of staff depending on their knowledge and relationship with the child.

The manager now uses research to develop the staff's understanding of the potential risks that children may face. This ensures that the staff have the skills to spot the warning signs and intervene quickly to engage with the children in a more positive way.

The rotas have been improved. These now clearly identify when the manager is in the home supporting the staff and the children. The children receive a high level of care and support from the manager and staff. While there has been a high number of different staff caring for the children, the manager has recently increased the size of the staff team, using safe recruitment practice, to ensure that the children receive a more consistent approach.

Children receive care in line with their agreed local authority care plans. The manager ensures that any actions from reviews of these plans are noted down and actioned in good time. If children are reluctant to complete the actions set, the manager and staff spend time with the children to educate them on the importance of their engagement. In addition, if the child's placing local authority does not provide the children's statutory documentation promptly, the manager follows this up quickly.

The staff clearly understand the children's needs and risks and the progress that they have all made since the full inspection. The staff speak positively about the changes that have been made with improving the records and the staffing arrangements, and they feel well supported by the leaders and the manager.

The home is welcoming and it is furnished and decorated to a suitable standard. It provides the children with a sense of belonging, and all the amenities that they require. However, the provider has yet to address the manager's request to repaint the home. Consequently, the marks that are apparent on the stairway and upstairs landing walls detract from the otherwise well-presented home.

The manager was unable to demonstrate how all the staff are supported through regular supervision. Therefore, the requirement raised to address this at the last inspection has been reissued.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/08/2021	Full	Requires improvement to be good

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 registered person must ensure that all employees receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(b))	27 May 2022
This requirement has been reissued.	

Recommendation

- The registered person should ensure that the home is maintained to a good standard. This specifically relates to repainting and cleaning the walls on the stairway and upstairs landing. ('Guide to the Children's Homes Regulations, including the quality standards,' page 15, paragraph 3.9)

Information about this inspection

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full 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, Hertfordshire EN6 1AG

Responsible individual: Sarah Boddy

Registered manager: Kymberley Grantham

Inspector

Janine Shortman-Thomas, Social Care Inspector

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