

2594366

Registered provider: Cambian Childcare Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

A large private provider operates this home. Care is provided for up to three children who have experienced childhood instability, resulting in trauma and/or associated complex behaviours.

The registered manager is undertaking a leadership and management qualification at level 5.

Due to COVID-19 (coronavirus), at the request of the Secretary of State, we suspended all routine inspections of social care providers on 17 March 2020.

We last visited this setting on 12 August 2021 to carry out a monitoring visit. The report is published on the Ofsted website.

Inspection date: 8 September 2021

Date of last inspection: 19 May 2021

Judgement at last inspection: inadequate

Enforcement action since last inspection:

Ofsted visited this setting on 19 and 20 May 2021 to carry out a full inspection. The home was judged to be inadequate and serious concerns were identified in respect of the safeguarding of children. Consequently, Ofsted suspended the home's registration and issued compliance notices under regulation 12 (the protection of children standard) and regulation 13 (the leadership and management standard).

On 30 June 2021, Ofsted carried out a monitoring visit. The visit concluded that insufficient progress had been made to meet the steps outlined in the compliance notices. As a result, compliance notices were reissued under regulations 12 and 13. The notice of suspension remained in place.

On 12 August 2021, Ofsted carried out a further monitoring visit. The visit concluded that good progress had been made in addressing the shortfalls identified at the

previous inspection. As a result, the compliance notices were met. Ofsted lifted the notice of suspension.

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 to be inadequate at the last full inspection. At this inspection, the home was not judged.

Since the notice of suspension was lifted, no children have been admitted to the home. This means that no children were living at the home at the time of this inspection.

The inspector reviewed the current staffing resource, staff development and support, and scrutinised the condition of the home environment. The inspector spoke to the registered manager and staff and examined a range of internal records.

The registered manager has no plans to admit children in the short term. She is keen to ensure that recently recruited staff start in their roles prior to admitting any children. In addition, the registered manager plans to provide staff with additional training opportunities. She is keen for staff to consolidate recent learning and to embed this into practice. This increases the likelihood that children will receive care from a well-informed and increasingly confident staff team.

There continues to be staff vacancies. Recruitment of staff is ongoing. However, a team leader and two residential care workers are due to commence in post imminently.

The home has recently appointed a mental health practitioner. This practitioner is working with the registered manager to inform staff development plans. While these plans are in their infancy, there are early signs that they are having a positive impact. For example, staff have increased their understanding about the factors which may contribute to children's behaviours.

The registered manager continues to provide staff with a targeted training programme. For example, staff recently completed training in restraint practice, therapeutic parenting and the home's behaviour management model. In addition, the registered manager has plans to provide staff with scenario-based training to test their knowledge in a practical environment. These training opportunities continue to provide staff with the skills and knowledge to ensure that children are well cared for.

Staff told the inspector that they feel increasingly confident and knowledgeable. They feel supported by the leadership team. A member of staff told the inspector, 'I feel there has been a big shift since the mental health practitioner arrived. He has given us lots of advice. This has been really beneficial. As a team we have reflected a lot on the past.'

The home environment is well presented and safe. The registered manager has plans to improve the presentation of the garden by laying new grass and introducing a vegetable patch.

One requirement raised at the last inspection was not considered as part of this inspection and has been restated.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/05/2021	Full	Inadequate

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 notify HMCI and each other relevant person without delay if— there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(e))	3 November 2021

Information about this inspection

This inspection focused on the effectiveness of the home and the progress and experiences of children 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: 2594366

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: Cambian Childcare Limited, Metropolitan House, 3 Darkes Lane, Potters Bar, Hertfordshire EN6 1AG

Responsible individual: Leanne Woodings

Registered manager: Chelsea Guest

Inspector

Gareth Leckey, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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