

2594366

Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is registered to provide care for up to four children who may display complex emotional and behavioural needs. The manager registered with Ofsted in October 2020.

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

On 30 June 2021, Ofsted completed 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 regulation 12 (the protection of children standard) and regulation 13 (the leadership and management standard). The report is published on the Ofsted website.

Inspection date: 12 August 2021

This monitoring visit

This visit examined the progress made in meeting the compliance notices raised at the last inspection. Furthermore, this visit was carried out to review the suspension notice issued by Ofsted on 21 May 2021.

The suspension notice has been adhered to and no children are living in the home.

Since the last inspection, the registered manager has completed a review of staff's skills and knowledge. She has used systems to encourage staff to reflect and assess their own strengths and areas for development. Furthermore, the registered manager has completed observations of staff's practice when working with children in one of the company's other children's home. This has allowed the registered

manager to satisfy herself that staff are able to implement strategies and actions to keep children safe.

Staff have now completed training which is specific to the needs of children. For example, all staff have completed training related to working with children who need support with their emotions and their behaviour. In addition, the registered manager has used feedback from professionals delivering this training to introduce individual performance development plans for all staff. Staff were able to share their understanding and learning from this training with the inspector. Consequently, this prepares staff to implement their learning to safeguard children.

Leaders have introduced systems to upskill and develop staff's knowledge and understanding in relation to safeguarding children. For example, in team meetings, staff have completed focused workshops relating to child exploitation, self-injurious behaviour, substance misuse, missing-from-home incidents, physical interventions and children's safety plans. Staff were able to describe their learning and how to use this in practice to the inspector. This means that staff are more confident in applying strategies to safeguard children.

The registered manager uses supervision with staff to ensure that they fully understand their roles and responsibilities when safeguarding children. For example, staff have been asked to demonstrate what action to take in response to a child making an allegation in the home. Furthermore, staff have been tested on their understanding of staffing ratios and supervision of children in the home. This reflective practice ensures that staff are better equipped to safeguard children more effectively.

Leaders ensure that steps are taken to address poor staff performance. For example, formal action has been taken to address shortfalls in the performance of two staff members. Also, the registered manager has taken informal action and provided additional support to one staff member when identifying concerns with physical restraint practice. This reassures the regulator that leaders in the home can take action to improve the care received by children.

The registered manager has introduced new monitoring systems to raise standards in the quality of care provided for children. For example, a specific skills checklist for monitoring staff performance when completing their induction has been implemented. This will give the registered manager the opportunity to assure herself about staff's understanding.

There is a core team of regular staff employed to work in the home. In contrast, there has been a recent turnover of staff which has left vacancies in the team. There is a continual programme of staff recruitment and the management team has recently recruited to cover three of these vacancies. However, these staff have yet to start working in the home. Consequently, the home does not have enough staff to fully meet the conditions of the home's registration.

The compliance notices in relation to regulation 12 and regulation 13 have been met. Also, most concerns noted in previous visits have been addressed and therefore Ofsted has removed the notice of suspension. However, leaders have made a decision to reduce the number of children that the home is registered to care for. This is a response to the staffing concerns and not having sufficient staff currently to safely care for more than two children. Consequently, Ofsted has imposed a condition on the registration of the home to reduce the number of children it can care for, from four to two children.

One requirement raised at the last inspection was not considered as part of this visit 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 requirement

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)) This requirement has been restated.	23 September 2021

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: 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

Dean Wilton, Social Care Inspector

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