

2594539

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 run by a private company. It is registered to provide care for up to four children who may experience social or emotional difficulties. The home registered in November 2020. There were four children living in the home at the time of the inspection.

The manager has been registered at the home since it opened.

Inspection dates: 11 and 12 October 2023

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: 12 October 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/10/2022	Full	Good
06/07/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The home provides a positive environment for children to thrive. Children settle into a caring and nurturing home where their needs are met. These factors help children to develop close and positive relationships with staff.

Children are involved in the day-to-day running of the home. Regular discussions take place where children talk about activities, menus and other matters. When children are involved in decision-making, it gives them a compelling message that their voice is important. This makes children feel valued and respected.

Children's health is promoted. Children receive help when they struggle with their emotional well-being. Similarly, children are supported to attend medical appointments so any health needs are met. Where there are barriers of engagement, staff work closely with health professionals to encourage children to access the services. This close partnership working helps to maintain children's health.

Staff prioritise the educational needs of the children. They work with educational professionals to understand barriers to learning. There are times when staff have advocated for the children to ensure that they remain in education. This ensures that children achieve positive outcomes and develop aspirations for their futures.

Children enjoy a broad range of stimulating activities and recreational opportunities. They are provided with opportunities to go on holidays and day trips, which opens doors to new, enriching experiences. Equally, staff recognise the importance of family relationships, even when they are complex. Staff support children to rebuild and maintain family connections. This builds children's sense of identity and self-esteem.

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

Detailed risk management plans identify the children's risks and vulnerabilities. These documents provide staff with clear guidance on the strategies to keep children safe. This helps to ensure that children are better protected from harm.

Staff help children to develop ways of managing their frustrations and anxieties. Individual focused work with children around their vulnerabilities and risks helps them to learn self-protection strategies. This work is evaluated to ensure that it is making a difference. Staff provide children with tools to communicate their feelings in a different way. As a result, children who have previously self-harmed no longer do so.

The registered manager follows safer recruitment and employment practices. Thorough checks are completed before employees can support children. This gives assurances that only suitable people are supporting children in the home.

Staff use bedroom door alarms as a device to ensure that children are kept safe. However, it is not clear that this practice is proportionate for all the children in the home. This does not provide reassurance that the equipment is being used purposefully and that it is necessary to safeguard children.

When an allegation against staff was made, leaders and managers were quick to act to protect the children. They worked closely with the local authority designated officer. However, this information was not shared with Ofsted. Failure to notify the regulator reduces the regulator's capacity to assess whether any interventions are appropriate to safeguard children.

The effectiveness of leaders and managers: good

The registered manager is suitably qualified and supported by a deputy manager. Leaders and managers ensure that staff are committed to providing positive outcomes for children.

Staff feel appropriately supported to care for the children. They receive support from their colleagues and feel they are a strong team. The staff report that managers have time to listen to them. They benefit from regular supervision and team meetings. Team meetings are used as a tool to share knowledge and develop practice. Opportunities to share, learn and reflect on practice support children's progress.

The registered manager ensures that staff receive suitable training. All staff hold appropriate and relevant level 3 qualifications relating to residential childcare or are currently working towards these awards. This means that leaders and managers are assured that staff have the skills that they need to provide good-quality care and support for children.

There are good monitoring systems in place to help the manager track progress of children. There are regular visits to the home by the independent person. The reports compiled following these visits generally provide sufficient external oversight. However, the independent person rarely seeks feedback from children. This is a missed opportunity to enable the home to review the quality of care that children receive.

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

Statutory requirements

This section sets out the actions that the registered person must take to meet The Care Standards Act 2000, The Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'. The registered person must comply within the given timescales.

Requirement	Due date
The registered person may only use devices for the monitoring or surveillance of children if— the monitoring or surveillance is for the purpose of safeguarding and promoting the welfare of the child concerned, or other children. (Regulation 24 (1)(a))	15 December 2023
The registered person must notify HMCI and each other relevant person without delay if— there is an allegation of abuse against the home or a person working there. (Regulation 40 (4)(c))	15 December 2023
The registered person must ensure that an independent person visits the children's home at least once each month. When the independent person is carrying out a visit, the registered person must help the independent person— if they consent, to interview in private such of the children, their parents, relatives and persons working at the home as the independent person requires. (Regulation 44 (1) (2)(a))	15 December 2023

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: 2594539

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: Mark Ullah

Registered manager: Michael Wren

Inspector

Evelyn Chafota, Social Care Inspector

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Piccadilly Gate
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Manchester
M1 2WD

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