

2596421

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A national private provider owns this home. The home cares for up to two children between the ages of 10 and 18 with social and emotional difficulties.

The manager registered with Ofsted in October 2020.

Inspection dates: 7 and 8 February 2023

Overall experiences and progress of children and young people, taking into account	good
---	-------------

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

The effectiveness of leaders and managers	good
---	------

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 8 November 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
08/11/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

There was one child living at the home at the time of the inspection. One child has moved on from the home since the last inspection. This was not a planned move. However, it was safely managed by the manager and the child's social worker.

Staff celebrate children's birthdays and other traditional days. They decorate the home with balloons and banners. Photos show other celebrations, including children's anniversaries, Halloween and the Queen's Platinum Jubilee. These important days help children to build positive experiences and create happy memories.

The staff are warm and friendly. They are available for children, and this helps to build positive relationships. The staff are playful and tactile, and children respond well to this approach.

A clinician works with the staff, offering training and advice to the team. The therapeutic approach is evident in the staff's approach and practice. This consistent approach creates a nurturing environment for the children.

Neither of the children are at school because both children have experienced breakdowns in their school placements. The school exclusion officer said, 'The staff were compassionate towards the child. They understood the child's trauma and why things were so difficult.' Staff try to creatively plan education at home, and a timetable is offered each day with a focus on life skills. Having this daily offer shows the child how the staff value and encourage his education.

Children's physical and mental health needs are considered, and children are encouraged to see health professionals. The staff work closely with the allocated nurse for looked after children. The child has regular opportunities to attend a variety of health appointments.

Family visits are supported, and the staff travel long distances to support children by staying overnight. One child has progressed to seeing family without the support of staff. Feedback from children's family members is positive.

The home has a welcoming feel with canvas prints and photos on the walls. However, there was a broken fence panel, old tyres and garden waste in the back garden. These are unsightly and could present a danger to children.

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

Staff are good role models and encourage children's positive behaviour. The staff understand children's experiences and adapt their responses to meet children's

needs. The home's clinician works with the staff to find approaches that best support individual children. The staff use agreed words and sentences when children are feeling worried, and these help children to feel safe and understood. This approach works well. There have been no restraints since the last inspection, and behavioural incidents are rare.

Staff encourage positive behaviour by using meaningful consequences and rewards that help children to make positive choices. Staff praise children, which builds their self-esteem and confidence. When children have made poor choices, staff help them to reflect on their actions and learn how to manage their emotions.

Staff understand that children use the internet to learn, make friends and socialise. When children make choices online that affect their or others' safety, staff talk to them about the risks. These discussions help children to learn how to use the internet safely.

The children rarely leave the home without permission. Staff encourage children to spend time with their families and friends. Staff carefully consider children's vulnerabilities when they are in the community. This planning helps children to enjoy leisure time in a safe way.

Staff have a clear understanding of their safeguarding roles and responsibilities. When children are involved in any worrying incidents, staff share information with relevant professionals to make certain the child is kept safe. This approach means that risks to children have been reduced over time.

Risk assessments for children do not consistently provide clear guidance for staff to follow. There are no written actions on how staff will respond to known risks, such as burning materials in a bedroom. Furthermore, the risks of staff lone working have not been fully explored. This could lead to inconsistencies in how staff respond to children and place them at risk.

The effectiveness of leaders and managers: good

An experienced and qualified manager effectively manages the home. He is well supported by the responsible individual, and this enables him to provide excellent support to his team.

The home has had a very low staff turnover, and team morale is high. The safe recruitment processes are effective. All the relevant information is gathered and checked before staff join the team. The induction process is well thought out and includes regular review. This ensures that staff have the skills and knowledge to support children.

The manager empowers the staff to grow and develop. Support for continued professional development is clear in supervision meetings. Supervision sessions are carried out by the manager, and they are regular and supportive. Staff said that the manager goes above and beyond to support them, and this is evident in supporting

records. This careful consideration of staff well-being impacts positively on the care that the children receive.

Leaders and managers aspire to high standards of individualised care. This is evident in care planning for children, which is staged at a suitable pace. The manager and the staff know the children well and carefully consider their needs. The manager has been dynamic in supporting a child to return home. He worked with the local authority to develop suitable safeguards to support the child's return. This ended in a positive outcome for the family. The child's social worker provided positive feedback on this.

The manager embraces the trauma-informed approach used by the staff with enthusiasm. The team members have had recent therapeutic parenting training, adding to their skill base when working with children who have experienced trauma.

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child. (Regulation 12 (1) (2)(a)(i)) In particular, ensure that children's risk assessments include harmful risks and measures to reduce these risks. Ensure that lone working risk assessments for staff are reviewed and based on children's individual needs.	3 March 2023

Recommendation

- The registered person should ensure that the home is a nurturing and supportive environment that meets the needs of children and is a homely, domestic environment. The children's home must comply with relevant health and safety legislations. In particular, remove waste and broken items from the garden. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)

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: 2596421

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 5th Floor, Metropolitan House, 3 Darkes Lane,
Potters Bar EN6 1AG

Responsible individual: Sarah Love

Registered manager: Daryl Hollands

Inspectors

Mandy Start, Social Care Inspector
Mary Costello, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2023