

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 June 2023.

Inspection dates: 28 and 29 November 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: 7 February 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/02/2023	Full	Good
08/11/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Two children were living at the home at this time of this inspection. One child has moved in since the last inspection. The registered manager's rigorous assessment of both children's needs prior to this move helped ensure that both children were able to develop a good relationship.

The manager and staff use a trauma-informed approach to support the children to engage in education. There is a consistent focus on ensuring the children's psychological safety before any formal interventions such as education are considered. This means that engagement is meaningful and child-led.

Staff ensure that children attend health appointments. The manager vociferously advocated for one child to have a liquid alternative to a prescribed tablet medication. The manager's understanding of this child's trauma around swallowing tablets ensured that they were able to access medication to help them sleep in a form which did not retraumatise them.

Children feel cared for and make considerable progress. The foundation of this progress is the strong relationships which staff and children build together. Through these relationships, the staff support the children to talk through their feelings. A professional said it was the longest time one child had stayed in a home. They directly attributed this to the relationship between the child and the manager.

Staff and children do lots of fun things together based on children's likes and interests. This includes taking children on holidays to places of emotional significance to them, going bowling, trips to the cinema and spa nights. Children also enjoy meaningful time with their families and friends.

Staff prepare children well for meetings where decisions are made about their care and they are able to have their voice heard in a meaningful manner. Children are rewarded for a variety of actions that include completing independence activities and attending appointments. Rewards are very personalised. Consequently, children's achievements are celebrated fairly.

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

Children feel safe. Children can identify a trusted adult to talk with about any concerns they may have.

Children's individual risk assessments are strong and provide staff with accessible and detailed guidance. In line with the home's trauma-informed approach, staff look beyond the child's presenting behaviour to try and understand 'what happened to this child', rather than 'what is wrong with this child'. As a result, the children experience 'therapeutic moments' and a sense of psychological safety. Consequently, use of restraint has not been required.

Staff talk openly with the children about sensitive experiences such as patterns of loss within their lives and children's early childhood experiences of adversity and neglect. This helps children feel validated and not experience shame or blame.

Staff support children to understand their emerging identities. Staff are confident in discussing gender, identity and sexuality with the children. They challenge any discrimination through reflective conversations which promote empathy for the child. This allows space for the child to consider alternative viewpoints and begin to develop empathy for others.

When safeguarding concerns arise, leaders and managers take the necessary action to safeguard children. When one child went missing, staff took appropriate and timely action. Staff looked for the child, liaised with police and ensured that the child was spoken with and felt safe upon their return to the home.

Staff understand and manage the risks around internet use for children in a creative manner. Alongside robust assessment of the risks, staff work to empower the children to begin to identify risks themselves and alert staff. This proactive approach supports the children to conceptualise the dangers and begin to keep themselves safe.

The effectiveness of leaders and managers: good

Managers have good oversight of the development of the home. They review and analyse practice and performance. This informs their understanding of the strengths and areas for development at the home. Actions in development plans are swiftly met. This ensures that children continue to receive a very good standard of care.

The home is very well maintained, clean, tidy and decorated to a very good standard.

Leaders and managers ensure that children's goals are clearly defined and are in line with children's presenting needs. These targets are sufficient to develop children socially, academically and emotionally. Staff are resourceful and continually find creative ways to overcome barriers and engage children.

Children seldom complain. When they do, the manager responds to and resolves complaints swiftly. The manager ensures that he collaborates effectively with relevant professionals to share necessary information. This leads to appropriate resolutions and outcomes for children.

The manager provides staff with fair challenge and good support in equal measure. The manager has gone above and beyond to support staff well-being. He has ensured that staff receive appropriate support about matters both in the home and in their private lives. This targeted staff support has increased safeguards for children.

The manager has excellent oversight of the records. Records are maintained to a very good standard. Records are clear, concise and easily accessible. This is an indicator of the clear management oversight and monitoring that leaders and managers complete.

The manager is an exceptionally positive role model. Staff and children thoroughly enjoy being in his company. He is very child-focused and tenaciously challenges others who fall short of the high standards he has for children. The manager and responsible individual are inspiring ambassadors for children.

The requirement and recommendation made at the last inspection have been met.

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: Metropolitan House, 3 Darkes Lane, Potters Bar
EN6 1AG

Responsible individual: Sarah Love

Registered manager: Joseph Lord

Inspectors

Lianne Bradford, Social Care Inspector
Majella Russell, Social Care Inspector

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