

2596421

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and managed by a private provider. It provides care for up to two children who may experience social and emotional difficulties.

The manager registered with Ofsted in June 2023.

There were two children living at the home at the time of this inspection.

Inspection dates: 28 and 29 October 2025

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: 10 February 2025

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/02/2025	Full	Good
28/11/2023	Full	Good
07/02/2023	Full	Good
08/11/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Staff care for children in a therapeutic manner, which is individualised to each child's needs. Staff demonstrate a strong understanding of each child's communication preferences and use creative ways to engage with them. For example, one child was struggling with the ability to verbalise their emotions. Staff thought creatively and used the child's favourite teddy to communicate with them. This helps the child to share how they are feeling. Since living in the home, children have made progress in their ability to share their feelings with staff whom they trust to help them.

Children seek and receive regular affection from staff. Children understand that they are loved by staff and have regularly expressed how much the staff mean to them. Staff work hard to replicate a domestic family home, which children benefit from through having strong emotional connections and trust with all members of staff who care for them. One child said that the staff team is their family and has given them family roles such as 'dad' and 'grandad', while also maintaining a strong relationship with their birth family.

Both children attend education provisions and are making progress. One child is struggling slightly and there have been delays in sourcing them a more suitable provision. However, the manager consistently advocates for the child to ensure that they can access the most appropriate school for their needs. In addition to formal learning, staff support children to continue their learning at home through a range of activities, which children enjoy.

Children are supported by staff to stay in good physical health by attending regular appointments. Up-to-date information is held for each child, which supports staff to have a comprehensive view of any areas of need and how they can support them. One child has not had some of their vaccinations due to their fear of needles; however, staff continue to support them to help overcome their fears.

One parent said that her child has 'come on leaps and bounds and is a completely changed child since living at the home.' She praised the staff and the manager for the support they offer her child and said that she is '100% behind everything they do', and feels that the staff team helps her child to feel safe and supported.

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

Risk assessments and behaviour support plans are detailed. These contain important information to help staff to understand each child's risks and behaviours and how they can support them on an individualised basis. Staff use effective safeguarding strategies to keep children safe. Children's safety is also supported through staff's strong relationships with each child. Furthermore, plans are regularly updated with new triggers and strategies following observations and discussions with the children.

When children go missing from home or have to be physically held to keep them safe, staff's recording of these incidents is detailed and provides clear information about steps staff have taken to prevent harm to the child. Staff use their knowledge of the children, in conjunction with their plans, to de-escalate situations, which in many cases they have achieved. When de-escalation strategies have not worked, physical interventions have been used. However, the decision to hold a child is a last resort and used in the least intrusive way. Children are provided with a lot of support following such incidents from staff who show sensitivity and understanding.

Children benefit from regular structured discussions with staff. These provide them with the opportunity to share their views on a range of areas, including after there have been safeguarding concerns. These sessions are handled in a child-focused manner by staff who show genuine care for the children's safety and well-being. Staff support children to keep safe and work in creative ways with them to aid their understanding. Staff are skilled in identifying when children need additional support and will ensure that regular discussions take place for as long as the child needs to help educate them on how to stay safe.

Both children have alarms on their bedroom doors for which their social workers have provided consent. However, the use of these alarms is not reviewed regularly enough to take account of any changes in risk which may lead to children being subject to unnecessary monitoring.

The effectiveness of leaders and managers: good

Staff are supported by the manager to reflect on their practice during supervision sessions and team meetings. This helps staff to continually improve their practice for the benefit of children. Supervision sessions are frequent and well led, with a strong focus on the needs and progress of children. Staff are held accountable for their responsibilities through clear action plans agreed during the sessions. The manager incorporates scenario-based questions into sessions and meetings, which helps staff to build on their knowledge and skills. The manager provides praise for staff while also discussing areas for improvement, which supports staff to succeed in their roles.

The manager has a good level of oversight of the home, which is supported through detailed auditing tools to help him to identify strengths and areas for improvement. Senior leaders also complete regular audits of the home to ensure that everyone remains accountable. The manager appreciates this oversight and advice and uses this to continually improve things for the children and staff.

The manager has a strong, regular presence in the home and spends quality time with the children, including attending activities outside the home. The manager demonstrates a natural talent in his approach to engaging with the children which is shared by the staff. Children enjoy spending time with the manager and speak positively about him.

The manager demonstrates a strong understanding of the children's needs and how best to work with them to ensure that they make positive progress.

Staff and professionals provided positive feedback about the management of the home. Staff report that they are happy in their roles and feel well supported by the manager. Professionals praise the management team's communication. One professional said that they 'cannot fault the dedication of the manager, who will put 100% into advocating for the children.'

Some incidents of a safeguarding nature have not been reported to the regulator. While these incidents were managed well by staff and contained appropriate management oversight, these were incidents that should have been reported to Ofsted to ensure appropriate oversight.

One member of staff has not yet completed the relevant residential qualification within the required timescale. However, there have been extenuating circumstances which have contributed to the delay. The manager has ensured regular communication with the member of staff and their assessor to support them to complete their qualification.

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

Recommendations

- The registered person should ensure that all staff in a care role, including external agency or bank staff, have the qualification in regulation 32(4) within the relevant timescale listed in regulation 32(5). ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.2)
- The registered person should ensure that they promptly notify Ofsted and other relevant parties if one of the situations specified in regulation 40 (4)(a) to (d) occurs, or if there is an incident relating to the protection, safeguarding or welfare of a child living in the home that the registered person considers to be serious. ('Guide to the Children's Homes Regulations, including the quality standards', page 63, paragraph 14.10)
- The registered person should ensure the use of door alarms on children's bedrooms are regularly reviewed in line with the providers policies. Reviews should explain why door alarms are needed and consider any changes that may reduce the need for their use'. ('Guide to the Children's Homes Regulations, including the quality standards', page 16, paragraph 3.16)

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: 4th Floor, Parkview, 82 Oxford Road, Uxbridge UB8 1UX

Responsible individual: Sarah Love

Registered manager: Joseph Lord

Inspector

Ladean Wilson, Social Care Inspector

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