

2597736

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 have social, emotional or behavioural problems.

The home was registered in July 2020. The manager registered with Ofsted in November 2021.

Inspection dates: 4 and 5 May 2022

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: 24 August 2021

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/08/2021	Full	Requires improvement to be good
01/07/2021	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

Children benefit from living in a stable and settled home. Since the last inspection, managers have made improvements to how they introduce new children into the home. Information considered before children move in is now detailed and comprehensive. This ensures that the needs of the children already living in the home are balanced alongside the needs of the new child. Furthermore, before coming to live in the home, children are invited to visit. This provides them with an opportunity to get to know their environment, the other children and the staff.

Children make progress with their learning. They attend education on a regular basis. Staff work well with schools to promote the educational needs of the children. This helps to ensure that children achieve better educational outcomes. One child has successfully completed GCSEs and is now attending college.

Children are supported to have active and healthy lifestyles. They have exercise equipment for use in the home. Children enjoy freshly prepared meals and understand the importance of eating a healthy diet. They are registered with local healthcare services, and staff support them to attend appointments when needed. This helps to promote children's health.

Relationships between children and staff are positive. This is because staff spend time getting to know the children, and children and staff spend quality and constructive time together. Staff encourage children to take part in a broad range of activities in the home and in the local community. These activities include playing football in the garden with staff, trips to the seaside and attending youth clubs. Attending youth clubs helps the children to make new friends, and this boosts their confidence and self-esteem.

Staff support children to learn independent living skills. Children are given opportunities to develop skills including cooking, budgeting and independent travel. Staff also carry out work to help children to understand the realities of living alone such as problem-solving and managing their anxieties. This helps to improve children's emotional resilience as they move towards adulthood. As a result, children are well prepared for their future.

Staff encourage children to maintain relationships with their families and friends. These arrangements are child focused and staff ensure that visits between children and their families are safe. This means that children maintain and build close relationships with the people who are important to them. This helps children to develop a positive self-image and identity.

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

Staff understand children's individual needs, risks and vulnerabilities. This is because children's behaviour management plans and risk assessments provide staff with clear guidance about known risks to children, potential triggers and strategies to reduce and manage these risks. The use of these plans helps to protect children from harm.

Staff complete targeted work with children to help the children to learn how to keep themselves safe. As a result, incidents of children going missing from the home, substance misuse and self-harm have significantly reduced. This means that children become increasingly safer because of the actions that staff take to support and protect them.

Staff support children to learn acceptable behaviour. Children receive praise for positive behaviour. Positive comments and feedback are documented for all to see. This approach to behaviour management has contributed to an overall reduction in the level of incidents in the home. This has led to a calmer atmosphere in the home and there has been no use of physical restraint since the last inspection.

Recruitment processes are effective, with thorough induction and safeguarding training provided. The good application of safe recruitment guidelines ensures the selection of both appropriate and suitable staff. This means that children only work with staff who are deemed safe to care for them.

The effectiveness of leaders and managers: good

The registered manager is suitably qualified and is supported in her role by a team of both experienced and new staff who are committed to improving outcomes for children. The manager has good insight into the service's strengths and developmental needs, and has fully met the requirements and one recommendation made at the last inspection.

Staff are well supported in their role and receive regular supervision. These supervision sessions are reflective, child-centred and encourage staff to explore strategies to improve their practice. In addition, staff benefit from monthly team meetings which are used as a learning forum. This learning ensures that children receive well-informed, consistent and competent care that meets their needs. This approach also supports children's progress.

The manager ensures that staff have the necessary skills and knowledge to care for children effectively. Staff benefit from a wide range of training. This includes training specific to the needs of the children living in the home. This ensures that children are supported by staff who are equipped to meet their needs.

The manager uses feedback from external scrutiny effectively. The independent person visits the home once a month. They produce detailed reports that provide a good overview of staff practice, and include recommendations for any areas that

require improvement. The manager ensures that the recommendations are addressed. This further improves the quality of care provided to children in the home.

The manager has internal monitoring systems in place. However, on occasion, they are not effective. The use of alarms on children's bedroom doors has not been reviewed. This does not provide reassurance that the equipment is been used purposefully and that it is necessary to safeguard children.

Most of the children's records are well documented. However, there were some key entries that did not show their author. This inconsistency in the recording does not promote accurate record-keeping.

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 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; and the monitoring or surveillance is no more intrusive than necessary, having regard to the child's need for privacy. (Regulation 24 (1)(a)(d))	13 June 2022
The registered person must maintain records ("case records") for each child which— include the information and documents listed in Schedule 3 in relation to each child; are kept up to date; and are signed and dated by the author of each entry. (Regulation 36 (1)(a)(b)(c))	13 June 2022

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: 2597736

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: Ian Raine

Registered manager: Nicola Pine

Inspector

Evelyn Chafota, Social Care Inspector

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