

2617923

Registered provider: Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This children's home is part of a large national organisation. It is registered to care for up to two children who may have social and emotional difficulties or learning disabilities. At the time of this inspection, one child was living in the home.

The manager registered with Ofsted in October 2022.

Inspection date: 1 February 2024

This monitoring visit

An assurance inspection of this children's home took place on 16 November 2023. At that inspection, serious and widespread concerns were identified. As a result, a notice restricting new admissions to the home was served. A comprehensive action plan was devised that focused on the development required to address the significant shortfalls in practice identified at the previous inspection.

A monitoring inspection was completed on 19 December 2023. While some progress had been made to address the concerns identified during the previous inspection, it was too early to assess the impact that these changes have made to practice. Therefore, the notice to restrict new admissions to the home and the previous requirements remained in place.

Leaders and managers have taken some steps to address the shortfalls that were identified at the previous inspections, but the results of this have been mixed and new concerns have been identified. Management investigations have been completed when there have been concerns about staff practice.

Individual performance management and development plans have continued to be in place. Staff have received access to further training, and this has helped them to develop their skills and knowledge. More progress is needed.

Although staff have received additional support from leaders and managers, there are concerns that there is not enough focus on keeping children safe. Restrictive practices continue to be used. This means that staff are not being fully supported to develop their practice in this area.

Leaders and managers have not taken enough steps to ensure the child is consistently making good progress. Staff have successfully supported the child to access education, however they have not instilled good enough routines and boundaries to support this progress consistently.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/06/2023	Full	Requires improvement to be good
27/07/2022	Full	Requires improvement to be good
26/10/2021	Full	Good

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, The 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 with the given timescales.

Requirement	Due date
The quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. (Regulation 6 (1) (a) (b)) In particular, provide personalised care that meets each child's needs and ensure that children have positive routines and boundaries in place that enable them to reach their full potential.	7 March 2024
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(c)(f)(h)) In particular, ensure that all staff receive meaningful practice-related supervision in line with expectations. Ensure that staff subject to performance plans are provided with clear	7 March 2024

information in respect of what they need to do to improve their practice within realistic timescales, and make sure they know how they will be supported to make the changes and what the expected outcome is.	
The behaviour management and discipline standard is that no measure of control or discipline which is excessive, unreasonable or contrary to paragraph (2) may be used in relation to any child. (Regulation 19 (1)) In particular, the use of CCTV and window restrictors need to be reviewed and should only be in use when necessary.	7 March 2024

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 2617923

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: Nicola McClements

Registered manager: Charlotte Dennis

Inspector

Sarah Sheffield, Social Care inspector

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