

2624657

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and managed by a private provider. It provides care for one child who may experience social and emotional difficulties.

At the time of this inspection, one child was living in the home.

The manager registered with Ofsted in June 2024.

Inspection dates: 16 and 17 April 2025

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 17 June 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/06/2024	Full	Good
23/01/2024	Full	Requires improvement to be good
18/10/2023	Full	Inadequate
14/02/2023	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The child is making exceptional progress from their starting point, due to the care provided by the manager and the staff team. The manager and staff care for the child and have strong relationships with them. Staff speak proudly of the child's progress in every aspect of their life and are committed to supporting them to achieve their full potential. The child speaks positively about their relationships with staff and their experiences of living in the home. The child said that they 'couldn't ask for a better staff team'.

A key strength of the staff team is their capacity to offer the child unconditional and positive care. The child's social worker said the nurturing and non-judgemental care provided by staff has had an impact on the child making significant progress in all areas of their life. The care that staff provide contributes to positive changes for the child and helps them to feel secure. Staff support the child to reflect on their progress, and they celebrate all their achievements.

The child receives support from the organisation's therapist. The staff work closely with the clinical team to implement a therapeutic approach in their care practice. This supports the child's emotional well-being. This support has had a significant positive impact on the child's mental health. This progress means that the child does not need any further therapeutic support.

The support of the manager and staff team has significantly improved the quality of the child's relationships with their family. The manager has been integral in improving the relationship between the child and their parent. The manager provides a safe and supportive environment for the child and their family to share their experiences and emotions. The child's parent said they are grateful for the support the manager and staff provide for the child.

Staff promote education and use creative approaches to engage the child. Before moving into the home, the child did not attend education. The child is now engaged in learning which is tailored to their strengths and interests. This has developed the child's self-esteem. The child now has ambitions and plans for their future, which they had previously not considered.

Staff help the child to explore new interests and experiences. They listen to what the child wants. Staff are innovative in exploring new experiences for the child. For example, they arranged for the child to experience a hot air balloon ride and let the child choose a holiday destination.

The environment is homely. There are photos of the child around the home. The child's artwork is displayed around the home. This helps the child feel secure and settled.

Staff support the child to decorate the home. This has allowed them to gain work experience to contribute towards their qualifications, but also to develop their sense of belonging.

The child has a pet rabbit, which they are very fond of. This has supported the child's sense of identity, as they have cared for pets throughout their childhood.

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

The child has made outstanding progress, and risks identified when the child moved into the home have significantly reduced. The individualised care and support that the manager and staff team provide for the child have had an exceptional impact on the child's self-esteem. Staff regularly praise the child and remind them of their progress.

The manager and staff work tirelessly to reduce risks in relation to the child. This has led to a significant reduction in specific risks. The manager also ensures that staff have specific training to support the child.

There is an effective response by staff to manage the risk of substance misuse. The manager identifies specific training and research for staff to better understand the child's needs and how best to support them. Staff have strong, trusting relationships with the child. This has allowed them to have open and reflective conversations, which helps to ensure that the child is safe.

Staff listen to the child and help them share their views. The manager and staff involve the child in all aspects of their care. The child contributes to decisions about their care. The manager is instrumental in helping the child establish and maintain relationships with their family members. The manager works closely with the child's social worker to ensure that emerging risks do not impact on the child spending time with their family.

The manager and staff support the child to take age-appropriate risks. This helps the child to develop resilience and learn from their experiences. The child's plans are clear and include their views. Staff review the child's plans with them. This is a further opportunity to talk to the child about their progress. This helps to maintain the child's overall confidence and self-esteem.

There have been no incidents involving physical restraint. Staff are skilled in de-escalation techniques. When incidents do occur, staff provide a nurturing and empathetic response. Staff consistently reflect on their practice following any incidents. This means they continually review the care they provide for the child. This helps the manager and staff to make continuous improvements in their safeguarding practices, to keep the child safe.

The effectiveness of leaders and managers: outstanding

The manager is caring, passionate and child focused. She has an enthusiastic and

inspiring approach. The manager leads by example. Her ethos and positive attitude have a positive impact on the staff team.

The manager is also registered to manage another of the organisation's homes. She is also interim manager for a third home in the organisation. She manages her time well to provide effective management oversight at this home.

Staff speak highly of the manager and say that they enjoy their roles. Staff receive frequent supervision. Records demonstrate that this is good quality. They say they are supported by leaders and managers. One member of staff said that the manager 'empowers me and everyone around her daily. She is supportive, motivated and values everyone individually, praising every success.'

The manager places a high priority on relationships between the child and staff. The manager knows the child exceptionally well. This contributes to positive outcomes in all areas of the child's life. The manager prioritises spending time with the child and helps them to feel valued. The manager has written a personalised book for the child, as a reminder of their worth and the progress they have made.

The manager strives for continuous improvement. She uses a range of resources, including research and reflective tools. This helps her to continue to improve the quality of care staff provide for the child. She uses research to enhance staff's care practice, for example, writing letters to the child to reaffirm positive messages.

The manager ensures there is a focus on progressing the child's areas of strength. This further develops the child's self-esteem.

The manager has gone above and beyond to engage with the wider community. For example, the manager and the staff team have hosted community fun days in which the child was involved. The manager created a newspaper for the child to record and celebrate their positive contributions in the community. This has helped the child to feel welcome in the community.

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: 2624657

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Beverley Williams

Registered manager: Morgan Prout

Inspector

Hayley Smith, Social Care Inspector

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