

2626047

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately owned home which provides care for up to five children. The home specialises in providing a 12-month therapeutic programme for children who are at risk of or subject to child sexual exploitation.

The home was registered on 4 March 2021. There is a registered manager in post, who is currently undertaking the required qualification.

Inspection dates: 8 and 9 March 2023

Overall experiences and progress of children and young people, taking into account	good
---	-------------

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

The effectiveness of leaders and managers	good
---	------

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 1 September 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/09/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of this inspection, three children were living in the home. Since the last inspection, three children have moved into the home and two children have moved on. One child has returned to their family and the other child moved to semi-independent living. These moves were well planned by the registered manager and staff. Those children who have left received a memory book with pictures of their time in the home.

The provider's chosen model of care is adapted to suit children's individual needs and the support given to children is paced to match children's abilities and progress. An allocated mental health practitioner offers direct support to the children and consultation to the staff team. Children are making good progress because of the support that they receive.

All three children are attending the provider's own school. One child who repeatedly truanted from his previous school is now attending education full time and doing additional preparation for exams this year. Another child is working towards their gold award in equine studies. The other child is engaging well on a hair and beauty course as part of their studies.

Staff promote family time. Children are supported by staff to have valuable time with their families. One child spends every weekend with their family, which has been increased as part of the programme and their plans to move back to the care of family this year. If family time presents risk, appropriate steps are taken to reduce this, as agreed with the child's placing authority. Overall, there is evidence of positive working relationships between the home and families.

The staff are passionate about creating a nurturing home for children. Staff have worked hard to create a warm, welcoming and homely environment for the children. The home has been decorated to a high standard throughout, with soft furnishings and personal touches chosen by the children. As a result, the children take great pride in their home, including their bedrooms, which are personalised and well maintained.

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

Staff know children and their associated risks well. There are robust safety plans in place and risk assessments are reviewed and updated regularly. Staff follow agreed plans when children are missing, so that children are located quickly and supported to come home. When risk increases, appropriate steps are taken to try and reduce this, and staff work in partnership with children's placing authorities to implement suitable restrictions to keep children safe.

Staff support children to understand their own vulnerabilities. They work closely with children to help them better understand the associated risks of criminal and child exploitation. As a result, all children have an increased awareness. All three children spoke to the inspector and shared what they have learned around exploitation since being in the home. The children confirmed they have a better understanding of exploitation and how to keep themselves safe.

The children said they feel safe in the home and feel staff do all they can to keep them safe. When needed, additional training is put in place for staff or alternative action is taken by the manager to ensure that staff follow agreed plans. When children make complaints, these are followed through, and children feel heard and listened to. Physical intervention is only used as a last resort and when used, there is good recording and support is always offered to the children.

Staff help children who struggle with their emotions. They apply a model of therapeutic parenting to encourage the children to talk about how they feel and explore different ways to manage their changing behaviours and emotions. Staff are creative in finding different strategies for the children, such as communication books, traffic light systems and creating spaces in the home where the children can go. One child has used the summer house as her 'calm' place.

The effectiveness of leaders and managers: good

The registered manager has changed since the last inspection. The new manager uses her experience, knowledge and passion to develop the home and staff team and promote good outcomes for children. She continues to develop her managerial skills and welcomes the feedback and learning from internal and external quality assurance processes, which she applies effectively.

The registered manager supports and develops her staff team. Despite significant changes to the staff team, all staff are either qualified, close to completing or enrolled for their NVQ level 4. All staff complete a comprehensive induction period, which includes mandatory and specialist training. Staff have access to an online training system and additional training has been requested to support the individual needs of children. Staff say they feel valued and supported.

The registered manager has good working relationships with professionals. When needed, she advocates on behalf of the children and there is evidence of challenge. However, this challenge is not always done in a timely manner. The registered manager recognises that this is an area of development.

The registered manager has comprehensive monitoring systems in place. This means she has good oversight of all records and offers her comments and evaluation. She ensures staff are well informed and this is seen effectively in fortnightly team meetings and the joined-up working with the allocated mental health practitioner. This means that staff work consistently with the children to ensure that they receive continuous care.

The registered manager knows children well. She is passionate about being present in the home, maintains an open-door policy and has a hands-on approach to care. She listens to the children and ensures that their wishes and feelings are heard and they contribute to decisions made in the home. The registered manager has prioritised the home environment and continues to have high expectations for the future planning and development of the home.

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
In meeting the quality standards, the registered person must, and must ensure that staff— if the registered person considers, or staff consider, a placing authority's or a relevant person's performance or response to be inadequate in relation to their role, challenge the placing authority or the relevant person to seek to ensure that each child's needs are met in accordance with the child's relevant plans. (Regulation 5 (c)) This specifically relates to managers persistently challenging the local authority and escalating concerns when there is delay in planning for children.	28 April 2023

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: 2626047

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: Cambian Childcare Limited, Metropolitan House, 3 Darkes Lane, Potters Bar EN6 1AG

Responsible individual: Kira Arlett

Registered manager: Ruth Pearson

Inspector

Stacie Sharpe, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2023