

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 that provides care for up to five children. The home specialises in providing therapeutic support for children.

At the time of this inspection, there were two children living in the home.

The registered manager is on planned leave. The interim manager in post is suitably skilled and experienced and has applied to register with Ofsted.

Inspection dates: 15 and 16 April 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: 6 August 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/08/2024	Full	Good
31/10/2023	Full	Requires improvement to be good
08/03/2023	Full	Good
01/09/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

One child has moved into the home since the last inspection. The child was welcomed by staff and supported to personalise their bedroom. The manager ensured that the child's move into the home was well planned and undertook a thorough assessment of the child's needs to ensure that the placement was suitable. As a result of this careful planning, the child has settled quickly and is making progress.

No children have moved out of the home since the last inspection. One child is due to move out of the home in the coming months and this is in line with their care plan. Staff have conducted individualised work with the child and their known risks have significantly reduced. In addition, the child has gained knowledge to help keep themselves safe.

The inspector spoke with both children during the inspection and they spoke fondly of staff. Children have trusting relationships with staff. This ensures that children are able to talk to staff about any worries or concerns they may have. Children feel well supported.

Children attend school regularly and are making progress. They are motivated to attend school and have plans for their future, such as attending college. They have career aspirations. One child has recently passed their mock exams.

Staff support children to have positive relationships with the other children living in the home. This has resulted in the children experiencing positive relationships with those they are living with, and they have developed an understanding of the impact of their behaviour on others.

Children take part in a varied range of activities, such as visiting animal parks, horse riding and shopping. One child recently celebrated their birthday and staff organised a party. This provided the child with an opportunity to celebrate with the important people in their lives and has enabled them to make positive memories.

Children are encouraged to share their wishes and feelings in a variety of ways. They are actively involved in day-to-day life decisions. This ensures that children feel heard and valued.

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

Children feel safe living at the home, consequently the number of significant incidents is low. Children receive help to manage their behaviour and emotions. Staff work closely with children's placing authorities to ensure that staff have good, consistent strategies to support children effectively. This has resulted in children feeling safer and well supported by staff.

If children begin misusing substances, staff address this promptly. Staff ensure that children are well educated about the risk of misusing substances.

If children make allegations they are listened to, and there is a timely response by managers, who report to safeguarding partners appropriately and investigate their concerns. This means that children feel listened to. Furthermore, if concerns about staff conduct arise, the manager takes quick, appropriate action. This practice promotes children's welfare and safety.

When physical intervention is used to manage unsafe behaviour, this is always as a last resort. Staff support children well to manage their emotions, which often means that physical intervention is not required. Children are always offered the opportunity to speak to a member of staff, independent of the incident, about how they feel about the incident. These important discussions help to inform staff practice in the future.

If medication errors occur, the manager reviews incidents and identifies any shortfalls. The manager also takes appropriate action and notifies the regulator. As a result of the medication errors, the manager implemented changes to medication practice. These changes have led to a reduction in errors, which has also led to children becoming safer.

The effectiveness of leaders and managers: good

The registered manager is ambitious for children. She is suitably skilled, has relevant experience and is working towards an appropriate qualification.

The manager has high expectations for staff and has individually recognised the hard work and dedication of staff through an employee of the month scheme. She has worked hard to stabilise the staff team when staffing changes have occurred and has offered team-building workshops and sessions to enable staff to get to know one another better. As a result, staff working at the home feel valued and morale is good.

The children shared positive feedback about the manager. One child said: 'The manager wants what is best for us. She is a natural manager and also sort of like our mum, who has clear boundaries and rules.'

The manager is involved in team around the child meetings with the professionals involved in children's lives. This ensures that children receive a tailored, individual response to support them. This also provides the manager with an overview of children's progress and identifies any areas for development.

The manager has a range of effective monitoring systems which include regular audits, management meetings and external audits. These tools enable the manager to evaluate the home's strengths, areas for development and overall performance.

Staff receive a range of training to support them to care for and support children living in the home. The manager regularly offers learning and development opportunities to her staff to promote their learning and increase their knowledge.

No requirements or recommendations have been made during this inspection.

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

Responsible individual: Kira Arlett

Registered manager: Ruth Pearson

Inspector

Charlotte Love, Social Care Inspector

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