

2635655

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 by a private organisation and is registered to care for up to four children with emotional and social difficulties.

The manager has been registered with Ofsted since June 2025.

Inspection dates: 30 September and 1 October 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: 20 November 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/11/2023	Full	Good
04/05/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

This home has been closed for over a year due to difficulties with recruitment. Leaders and managers reopened the home in May 2025. Since that time, three children have moved into the home, and one child has moved out. During the inspection, the inspector spoke with both children who were still living at the home.

Children say that they like living at the home, and that they have good relationships with staff. Children feel happy and relaxed in the home. Children's views are sought about the care that they receive, and reasonable requests are actioned. Children are supported to express their views about their rooms and decorate these according to their tastes. Children say that they know how to make a complaint and that staff have listened to their views.

Children make good progress in this home. One child has been supported to engage with education on a full-time basis after a year of being out of school. Another child who had lived in the home for less than a week was being supported to engage with planning their education. Children make progress with their relationships with family, and one child also made progress with the risks they face, with one professional commenting that they have never seen them so settled.

Children have well-planned moves into the home. Children do not always visit prior to moving in, and this is in line with their own preferences. There is careful planning around the known risks that children face. Consideration is given to how children's individual risks may interact, and what this may mean for each child. Discussions are held with social care to inform decision-making about children moving into the home.

Children have good routines, and there is a family feel to the home. Children take part in activities that are fun and varied, such as decorating the house with Halloween decorations and watching a theatre production in London. The relationships between the children and staff are warm, loving and nurturing. Staff clearly care deeply for children, and this is evident in the way that children are spoken about and are kept as a focus in the home. One child, who had only been living in the home for a week, was being supported to develop relationships with staff in a considered and thoughtful way.

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

There is a good safeguarding culture within this home that underpins staff practice every day. When children go missing from home, staff search for them diligently and try to maintain contact with them. When children are located, they receive a warm and caring welcome from staff. There is good multi-agency work taking place which helps bring children home safely.

When children harm themselves, staff respond in a nurturing way. Follow-up conversations are held with children to help them reflect on their actions. Staff help children to think about what lead up to their actions and other ways that they can manage their feelings. The caring approach that staff consistently use has contributed to children developing trusting relationships with staff, and this has led to an overall reduction in significant incidents taking place.

When children misuse substances, medical attention is sought as appropriate, and referrals are made in a timely way to outside agencies that can support children with reducing their use of substances. There is not always clear management oversight following these incidents, which means that opportunities to consider how staff could better support children have been missed.

One concern has been raised about a member of staff, and this was responded to promptly. Referrals to external agencies were completed as necessary. The manager undertook relevant conversations with this member of staff to address practice concerns and issued a letter of concern to outline this formally. When this member of staff ceased their employment, the manager was proactive in informing the DBS of their concerns.

Staff understand children's needs and risks well. Staff engage in regular meaningful conversations with children to help them learn about the risks that they face. These conversations are caring and empathetic and help children to explore their own feelings.

The effectiveness of leaders and managers: good

The manager is passionate and knowledgeable about the impact of trauma on children. The manager is committed to providing good-quality care and leading a good staff team. Leaders and managers have good vision for the development of this home and high expectations for what children can achieve. There is good oversight of the home.

Leaders and managers have embedded an approach to working with children which is underpinned by a trauma-informed care. This translates from the statement of purpose into care plans and directly into staff interactions with children. Staff have a good understanding of children's backgrounds, as well as the impact that their experiences have had on them, and this directly informs their practice.

Staff who work in the home say that they are supported well. Staff speak highly of the manager and feel that they can raise any concerns as needed.

Team meetings and supervisions take place regularly and include good reflection on how staff are working with children, and children's feelings. The training needs of staff are considered, as well as any safeguarding concerns that they may have. This means that staff are regularly helped to reflect on and improve their practice.

Family members report that there is good communication between them and the staff. One parent commented that their child made good progress in the home, and that they are disappointed that their child has had to move on from the home. Feedback from

social care and education is excellent, with all professionals praising the hard work of the team, and the good communication that they have received from the manager.

What does the children's home need to do to improve?

Recommendation

- The registered person should ensure that they have effective oversight over all significant incidents, and that any learning from incidents is clearly recorded so that it can be embedded into staff practice. ('Guide to the Children's Homes Regulations, including the quality standards', page 54, paragraph 10.24)

Children's home details

Unique reference number: 2635655

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 4th Floor, Parkview, 82 Oxford Road, Uxbridge UB8 1UX

Responsible individual: Danielle Ross

Registered manager: Megan Nicol

Inspector

Minnette Sims, Social Care Inspector

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