

2649745

Registered provider: Cambian Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care for one child with social and/or emotional difficulties. At the time of this inspection, one child was living in the home.

The manager has been in post since the home registered in October 2021.

Inspection dates: 6 and 7 August 2024

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: 24 October 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/10/2023	Full	Good
19/10/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The home environment is warm and cosy, with a range of soft furnishings. Framed photos are displayed of the children and staff, and the child has personalised their bedroom in line with their interests. The welcoming home gives the child a sense of belonging and stability. However, staff occasionally carry keys to unlock doors, which can detract from the otherwise homely feel.

The child has made positive progress during their time at the home because staff have supported them to develop. The manager and staff have taken immediate and effective action to address recent worries about a decline in the child's emotional wellbeing. They have advocated for the child and pursued matters when satisfactory outcomes were not achieved.

Staff interactions with the child are kind and caring. There are nice conversations, positive encouragement, and friendly interactions. Staff have built positive relationships with the child, which mean they enjoy spending time with staff and feel relaxed and comfortable in their presence.

The child engages in regular outdoor activities and enjoys various days out in the community, including taking part in water sports and time at the beach. As they live close to the beach, the child regularly plans with staff to go surfing and paddle boarding.

The child has received a high level of care in the home. Staff have sought support and guidance to widen their knowledge and understanding to help them meet the child's needs. Staff work closely with external professionals to secure positive outcomes for the child.

The child's health and education needs are a priority. With staff support, the child attends all medical appointments and spends regular time engaged in educational activities. Staff encourage the child to engage in appointments to ensure that their well-being needs are met.

Family time is encouraged and supported so the child can spend regular, quality time with people who are important to them and enjoy family occasions and celebration times together.

Professional and parental feedback about the home is positive and highlights the good working relationships that staff have with support agencies. Professionals say that the staff work closely with them and have developed a trusting and supportive relationship with the child.

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

The staff understand the child's behaviours, so they can support the child to help them keep safe. They take appropriate action during incidents of risk. However, the child's records are not as easy to follow as they could be because the information to guide staff when managing risk is recorded across several different plans.

Staff work closely with external professionals to ensure that the child's needs are met and that plans are in place to consider strategies to manage risk. Staff have developed effective professional networks and there is close multi-agency working. This benefits the child.

The child can express their views, wishes and feelings using a range of child-friendly resources. Staff recognise that natural conversations are beneficial and allow the child the time and space to talk openly and freely. However, they also have discussions to address any specific worries that may arise to ensure that they can be explored with the child. This helps the child to understand and make positive decisions so they can stay safe.

Safeguarding concerns have been significantly reduced, although staff continue to consider any potential risks and have measures in place to address these. Staff help to keep the child safe when they go missing. They search for the child and work to return them safely to the home. Children's behaviour is managed positively. Restraint is rarely used. However, when it is, it is proportionate and appropriate to keep children safe.

Online safety risks are considered. There is an online staff champion who keeps up to date with changing technology. This information is shared with staff to ensure that they are aware of potential concerns and how to recognise them, and help the child keep safe online.

The effectiveness of leaders and managers: good

Leaders and managers have a good understanding of the child and speak enthusiastically about the care they provide. The registered manager has a good understanding of their likes, dislikes, hobbies, and interests, and has positive examples of their progress.

The registered manager is committed to the staff and the support that they provide the child. They work well together and are a strong, consistent team that is determined to provide a high level of care. Staff speak positively of the registered manager and say that they very much enjoy working at the home. The registered manager is confident that her staff are strong advocates for the child and strive to provide a loving, caring home for them.

Areas of weakness and that need improvement are understood. The manager and staff have worked hard to overcome these and ensure that measures are in place to minimise

and reduce any impact on the child. However, not enough consideration is given to learning from incidents, so that effective strategies can be implemented in the best interests of the child.

The manager has identified and implemented specific training for the staff, considering the support needs of the child. She has sought advice and guidance from relevant support agencies to widen the knowledge and expertise of the staff. Regular consultation and clinical supervision are provided by specialists, so the changing needs of the child are recognised and supported by staff.

Leaders and managers support staff with regular supervision and team meetings. This ensures that staff's needs are supported and they have access to resources. Information is shared with staff about the day-to-day management of the home and updates on the child's needs and how to address them.

The registered manager is proud of the home that has been created for the child. The child feels listened to and respected, and lives in a safe and stable home. Staff and managers have worked well together to provide a home where the child can flourish.

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

Recommendations

- The registered person should ensure that the home environment is nurturing and not institutional. In particular, this relates to consideration of the impact of staff carrying keys around the house. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)
- The registered person should ensure that relevant information that is pertinent to the care of the child is collated into one document, so it is clear for staff, and they can understand current triggers and strategies to manage risk effectively. ('Guide to the Children's Homes Regulations, including the quality standards', page 14, paragraph 3.2)
- The registered person should ensure that they are responsible for proactively implementing lessons learned and sustaining good practice. ('Guide to the Children's Homes Regulations, including the quality standards', page 55, paragraph 10.24)

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: 2649745

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

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

Responsible individual: Nicola McClements

Registered manager: Rochelle Beardsley

Inspector

Emma Fryer, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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