

# 2649745

Registered provider: Cambian Childcare Limited

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 at the home.

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

### Inspection dates: 9 and 10 July 2025

|                                                                                           |             |
|-------------------------------------------------------------------------------------------|-------------|
| <b>Overall experiences and progress of children and young people,</b> taking into account | <b>good</b> |
|-------------------------------------------------------------------------------------------|-------------|

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

|                                           |             |
|-------------------------------------------|-------------|
| The effectiveness of leaders and managers | outstanding |
|-------------------------------------------|-------------|

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                 |
| 24/10/2023      | Full            | Good                 |
| 19/10/2022      | Full            | Good                 |

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

One child has left this home, and another child has moved in. This child has lived at the home for several months. This child was seen and spoken to during the inspection. The home is clean, safe and welcoming. The environment feels warm and cosy, and when you walk in, this really feels like someone's home. There are a range of soft furnishings that help the child to feel relaxed and at ease. The kitchen has been newly renovated. There are lovely photos on the wall of the child and their horse. The garden is well maintained and there is space to sit outside in the sunshine. A creative space has been developed upstairs so the child is able to create art and craft projects that they wish to complete. The child has created artwork and is currently making a dress.

The child currently living in the home has made good progress since moving in. They are engaging in education and are working towards their GCSE exams. They have increased their independence skills and can cook for themselves. They do their own shopping and are being supported with a healthier lifestyle and positive sleep pattern. They are learning to do their own laundry and to clean their bedroom. The child's parent said that their child seems happy, and they are very satisfied with the care that staff are providing to their child. They said that they can see that their child is making significant progress with being able to listen more to others and taking on board information from them.

The child is well supported by a stable staff team who have worked consistently with them since moving to this home. The staff support the child well to have a positive routine and clear boundaries in place. There is a strong level of nurturing care in this home, and this meets the child's needs well. The staff know the child well and they continue to develop stronger relationships with them. They talk to the child about things that are important to them. This includes important conversations about their future, education, activities and time with family. When the child has expressed specific views about their culture or identity, the staff have listened and have supported the child in line with their wishes and views.

There has been a strong level of commitment shown to both children who have lived at this home. When the previous child needed to move to a new setting due to their changing needs, the staff supported this move well. They remained in contact with the child where possible and have requested a staying close arrangement, so they are able to maintain a relationship in the future. When the child currently living at the home moved in, a positive transition plan was developed for them in line with their wishes. The staff consulted with the child, their family members and other professionals. They visited the child in their previous home and responded to them in line with their wishes.

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

There have been some serious incidents since the child moved to this home, and restraint has been used to keep the child safe. The severity and frequency of these

incidents are reducing. The staff have worked hard to build positive relationships with the child and to better understand their needs. They use positive strategies to manage situations, such as using distraction and humour. This support helps the child to feel safer and to be able to trust the adults who are caring for them. Staff understand the risks to the child and are thoughtful about how to support the child when things happen. There is a good level of reflection when events have taken place. This supports the staff to implement more effective strategies in the future to keep the child safe.

Staff support for the child helps them to develop their knowledge about risks. They regularly talk to the child about safety. When the child expressed a wish to have access to their own mobile phone or more independent time in the community, managers and staff thought carefully about this to develop safe plans for the child.

When safeguarding concerns are identified, they are reported promptly to social workers and other agencies. There is effective communication between staff and social workers, and this helps to keep the child safe. There are regular conversations with staff about how to keep the child safe. This enables staff to learn from events that have happened and to improve their practice. When the child is upset and wants to go for a walk, staff go with them to provide positive levels of support.

When the child has expressed worries about things that have happened to them in the past, the staff have listened carefully to them. They have ensured that this information was shared appropriately with the social worker and other agencies. The staff work well with people who are important to the child. They advocate strongly for the child during meetings. This keeps the child safe and ensures that everyone is working together to support the child effectively. The child's social worker says staff are 'great' and there is clear direction from the manager to the staff that ensures the child is provided with a consistently high level of care.

### **The effectiveness of leaders and managers: outstanding**

The manager is confident and highly ambitious for the child. They have developed a strong relationship with the child and is highly active in their day-to-day care. The manager inspires a culture of aspiration and positivity at this home. They have high expectations of staff and have supported staff well to develop high quality practice. The manager takes strong steps to advocate for the child.

The manager recognises what works well at this home and understands any areas for development. They facilitate comprehensive and purposeful reflection and learning for the staff. Staff understand their roles and are enabled to develop strong levels of practice. The staff spoke positively about the support they have received from their manager. They have access to regular supervision and team meetings. They have been provided with training that is specific to the child, and this has helped them to develop a greater understanding of the child's needs. The staff said they can talk openly to the manager if they have any worries and find them to be very approachable.

There is a strong level of management oversight and support in the home. Following serious incidents, a strong level of support was provided to the staff who were involved. This included conversations with staff, support from the clinical team, and mental health resources for staff who may need this support.

The manager has used research to develop resources that have not only been used by this team but also within the wider organisation. She is creative about how children's care is managed to ensure that children receive the highest levels of care. She leads by example, not just in this home but also within the wider organisation.

## **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 Limited

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

**Responsible individual:** Nicola McClements

**Registered manager:** Rochelle Beardsley

## Inspector

Sarah Sheffield, Social Care Inspector

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