

2649772

Registered provider: Cambian Childcare LTD

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A private national provider owns this home. The home provides care for up to 3 children who may experience social and emotional difficulties. The manager registered with Ofsted in April 2024.

Inspection dates: 9 and 10 December 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: 17 March 2025

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/03/2025	Full	Good
19/07/2023	Full	Good
26/05/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of the inspection there were 3 children living at the home. One child had recently arrived, and this was their first experience of being in care. One child had moved on and had been reunified with a parent.

Children make good progress. They benefit from a warm, nurturing and positive environment. Staff know the children very well. Children are cared for by consistent staff who use a therapeutic approach. Staff respond to children in a playful and empathetic way that helps children to make progress. Therapeutic consultation and support are provided to help staff understand the impact of trauma on children's lives.

Two children who have been living in the home for over a year have made very good progress from their starting points. Incidents involving one child have significantly reduced. One child who has recently arrived is making good progress, with staff offering consistency and helping them to establish routine, structure and stability.

Children are supported in education at local mainstream schools, colleges and alternative provision. Engagement in education is variable. However, the manager and team leaders consistently communicate with other professionals regarding plans for education provision. They advocate for children strongly to ensure provision is meeting the children's needs.

All children have interests and hobbies, which allow them to express themselves and their identity. These include horse riding, fishing and Korean pop music. Activities, celebrations and holidays are carefully planned and captured in memory books for the children.

The home is large with a well-maintained garden. One child said, 'I never wanted people to know I was in care and you would never know from the outside, it's like a normal family home.'

There have been incidents of property damage in the home. The manager and staff team have been proactive in dealing with repairs and replacing items quickly. Some areas of the home, particularly upstairs, would benefit from some further decoration. This issue was raised by 2 children who spoke to the inspector.

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

There is a strong and proactive safeguarding culture in the home.

Safeguarding notifications have been reported appropriately and promptly. Swift consultation has taken place with the local authority designated officer when required, and actions have been taken because of investigations.

There has been one restraint in this inspection period. Staff demonstrate a good understanding of de-escalation, and they use trauma-informed responses to children who may be distressed. Management oversight is evident, as are debriefs with staff and children.

Appropriate natural and logical consequences are used with input from the children. Management oversight is in place. A good relationship between the provider and the children and young person's police officer has been established and, where necessary, they visit the home to support children.

Risk assessments are robust and updated regularly with new or emerging risks. Managers and staff have a comprehensive understanding of each child's needs, behaviours, risks and vulnerabilities. The regular review and revision of children's plans ensure that they are up to date and remain relevant. Individual work is planned, and staff have sessions with each child.

There has been a high number of incidents with one child. Staff demonstrate a deep resilience, regardless of how challenging the situation or circumstances. The staff team works exceptionally well together. A culture of high aspiration and positivity, led by the manager, enables staff to manage these difficult times.

The effectiveness of leaders and managers: good

The manager has met the one requirement from the last inspection.

The dedicated manager is highly experienced and qualified in working with children. They demonstrate a commitment to meeting children's needs and improving lives. Team leaders support the manager very well, and all hold different responsibilities at the home. The staff team is dedicated and offer consistent care to the children. There is no use of agency staff. The nominated individual and area manager are readily available to assist and advise.

Feedback from professionals was consistently good. One social worker said, 'Staff consistently act in the child's best interests, making their aspirations a reality and supporting them through significant transitions. I am particularly impressed with the manager's proactive, joint-working approach, which is clearly making a positive difference.'

The quality of documentation is good. A good amount of detail ensures that no questions are unanswered and guides the reader to understand quickly the rationale for decisions taken. This helps make the documents useful to children, who may want to access them in the future.

Frequent supervision sessions enable the staff to review and develop their childcare practice. The staff said that they value supervision and find this to be highly supportive and reflective.

Training is in place for all staff. All staff have completed a thorough induction alongside mandatory training modules. Specific training on a variety of topics, such as autism, ADHD and loss and bereavement, is in place alongside training planned on love-led language. However, some specific training was not offered to the whole staff team, despite the needs of the children placed. Several staff hold a level 3 qualification, and new staff are enrolled once their probation is successful.

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

Recommendations

- The registered person should provide a nurturing and homely environment. In particular, they should make improvements to the overall environment, particularly upstairs, in the home. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)
- The registered person should ensure that staff can access appropriate facilities and resources to support their training needs. In particular, they should ensure that staff receive appropriate training in relation to sexuality and gender. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.11)

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: 2649772

Provision sub-type: Children's home

Registered provider: Cambian Childcare LTD

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

Responsible individual: Sarah Love

Registered manager: Daryl Hollands

Inspector

Emily Stevens, 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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