

2662847

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 provider. The home provides care for one child who may experience social and emotional difficulties.

The manager recently registered with Ofsted.

Inspection dates: 26 and 27 August 2025

Overall experiences and progress of children and young people, taking into account	good
---	-------------

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

The effectiveness of leaders and managers	good
---	------

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 13 May 2025

Overall judgement at last inspection: inadequate

Enforcement action since last inspection:

This children's home was judged inadequate at the full inspection on 13 and 14 May 2025. Inspectors identified serious concerns about safeguarding practices in the home and ineffective leadership and management arrangements.

Following the inspection, two compliance notices were issued under Section 22A of the Care Standards Act. Compliance notices were issued under regulation 12, the protection of children standard, and regulation 13, the leadership and management standard, of The Children's Homes (England) Regulations 2015.

A monitoring visit took place on 4 June 2025 which found that the provider had taken sufficient action to meet the compliance notices.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
13/05/2025	Full	Inadequate
17/12/2024	Full	Requires improvement to be good
10/09/2024	Full	Inadequate
19/07/2023	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

One child was living in the home at the time of the inspection. The child has lived there for over a year. Staff know the child well and understand their individual needs. This has helped staff to develop positive relationships with the child. The child says that they are happy living in the home and that they feel well cared for and understood by staff. The strong relationships between the staff and the child contribute to the child making progress.

The child's social worker said that the manager and staff have worked hard to support the child through a challenging time. The staff are supporting the child in preparing for parenthood, including supporting the child to attend health appointments, purchase new items and continue with their education. The manager has also sourced additional training for staff and the child to broaden their knowledge.

The child has access to a range of activities. Staff incorporate the child's interests and hobbies into educational activities, where possible, to support the child's engagement with learning. The manager is a strong advocate for the child. She has identified educational provisions that can meet the child's needs. The manager challenges professionals when there are delays in the child being able to attend educational provisions.

Staff understand the importance of relationships between the child and their family. They have strengthened communication and relationships with the child's family. Staff facilitate arrangements for the child to see their family in a planned and safe way.

The child is due to move on from the home; however, there are delays with this being actioned by the placing authority. The manager was addressing this at the time of the inspection through appropriate channels.

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

Staff know the child and their risks well. Staff understand how the child's experiences affect them. The child's records are regularly updated with clear plans in place for staff to follow.

The risks identified when the child moved into the home have reduced in most areas. For example, the child was deemed to be at high risk of going missing from home, and there have not been any incidents of going missing for some time. This demonstrates that the child is more settled in the home.

Staff have conversations with the child and carry out direct work on topics that are relevant to the child's needs. Staff support the child to recognise and understand concerns in respect of spending time with those who may pose a risk to them. This helps

the child to make more informed and safe choices regarding their relationships. Challenging conversations take place to support the child's understanding of appropriate behaviour. However, records reviewed sometimes include the opinion of staff members and the language in which they are written is punitive.

Since the last inspection, there has been one physical intervention. Staff held the child as a last resort and only to prevent them from harming others. Staff support the child to recognise the emotions that they are feeling and how these can impact on their behaviour. The child is learning strategies to self-regulate their emotions. This has reduced the number of incidents where the child displays negative behaviour because of being angry or upset.

The child can talk to staff if they are worried. The child understands the staff's role in looking after them and feels well supported by the staff team.

The effectiveness of leaders and managers: good

The home is managed by a suitable registered manager. The manager is committed to providing high standards of care to the child. She knows the child well, and they have developed a positive relationship with each other.

The child is cared for by a consistent and stable staff team. Since the last inspection, staff morale has improved. Staff say that they enjoy working in the home and that they feel well supported by managers. A requirement raised at the last inspection has been restated due to some staff not having the relevant qualification within the required timescales.

The manager works hard to ensure that the staff team has the knowledge and skills to support the child well. She monitors and reviews staff training and development. When shortfalls are identified, the manager addresses these with individual staff members.

Significant progress has been made in the oversight of the care being provided. The manager has effective monitoring and review systems in place. Daily and monthly checks enable the manager to have oversight of staff practice on a regular basis. This is helping her to improve the quality of care that staff provide for the child.

Staff benefit from regular and reflective supervision and team meetings. Reflective sessions following the previous inspection have provided staff with opportunities to reflect on their practice and identify improvements that can be made to the quality of care provided for children.

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

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, The Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
The registered person may only— employ an individual to work at the children's home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3). The requirements are that— the individual has the appropriate experience, qualification, and skills for the work that the individual is to perform. For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained— a qualification which the registered person considers to be equivalent to the Level 3 Diploma. The relevant date is— in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home. (Regulation 32 2)(a)(b) (3)(b) (4)(b) (5)(a)) Specifically, the registered person should ensure that staff have the relevant qualification to undertake their roles. This requirement is restated.	22 October 2025

Recommendations

- The registered person should ensure that staff consistently maintain positive relationships with children that are characterised by consistency and unconditional positive regard for the child. Specifically, staff should acknowledge the importance of understanding and responding to the child's lived experience of care, for example by using trauma-informed language in children's records. ('Guide to the Children's Homes Regulations, including the quality standards,' page 21, paragraph 4.3)
- The registered person should ensure that they and their staff engage proactively with the placing authority to contribute fully and provide support in the review of the child's care plan and placement at the home. ('Guide to the Children's Homes Regulations, including the quality standards,' page 56, paragraph 11.3)

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: 2662847

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: Beverley Williams

Registered manager: Lauren Atherton

Inspector

Nicola Rutherford, Social Care Regulatory Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding, and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

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

© Crown copyright 2025