

2675886

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 and managed by a private company. It provides care for up to three children who experience social and emotional difficulties and may have physical and learning disabilities.

The manager registered with Ofsted in June 2022.

At the time of this inspection, three children were living in the home.

Inspection dates: 6 and 7 January 2025

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 3 January 2024

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/01/2024	Full	Outstanding
28/02/2023	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

The inspectors spoke with all three children living in the home.

All the children have lived at the home for a long time. The children have a strong sense of stability and enjoy extremely fulfilling lives. Their individual personalities are nurtured, and they can flourish and be themselves. One child said, 'We are one family, it is fantastic, this is home.'

Staff show emotional warmth to children, and there is lots of fun and laughter. This contributes to a supportive environment where children make exceptional progress in all areas of their lives.

Children have built secure, trusting and positive relationships with staff. Staff are exemplary role models to children and use their own life experiences to help to guide them. One child, who could not swim, attended swimming lessons together with a member of staff. The child spoke about this staff member's devotion and the belief they have in them to succeed.

The children's experiences of living in this home have enhanced their life chances. A professional described one child's progress as 'life-changing'. One professional said:

'It is not worth thinking what life would have looked like for [name of child]. The difference is remarkable, they have literally provided [name of child] a new life. They are living their best life. I never thought [name of child] would walk, let alone go dancing at their prom with friends.'

Children are supported to overcome their biggest fears. Staff's persistence, encouragement and dedication have helped one child to travel on an aeroplane for the first time. As a result, the child is now planning a dream holiday abroad.

Children make remarkable progress with their development. This is due to care being highly individualised, and staff work on meaningful targets. One child has been supported to develop their communication by the staff adopting a total communication approach. The child, who was previously diagnosed as non-speaking, has exceeded expectations by learning to speak and extending their vocabulary.

Staff support children to have positive experiences and try new things. For example, children have enjoyed a summer holiday packed with activities and adventures, including trips to the beach, horse and carriage rides and a visit to the circus. Children have experienced pantomimes and shows for the very first time. These opportunities give children the chance to have fun and build on their confidence, as well as promote their social, emotional and physical needs.

Staff recognise how important it is for children to spend time with the people who are important to them. Staff are proactive and frequently take children to see their families and friends, including those who live a long distance away. Children's family members appreciate the support that they receive from staff. One child's relative said, 'I cannot tell you how great they all are. We are doing things with [name of child] that we never thought possible.'

Staff provide an excellent level of support to ensure that children's health needs are met. As a result, children have significantly better health outcomes. The promotion of a healthy lifestyle has seen an improvement in one child's weight, which has led to a reduction of medication and improved physical activity. Furthermore, the staff have worked very effectively and sensitively to support one child and their anxieties around dental surgery. Their nurture and care ensured that the child received the treatment they needed. In addition, the team has been tenacious in its advocacy to secure specialist health services for another child.

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

The staff consistently place children's safety first. They are meticulous in their care planning and have a detailed understanding and knowledge of each child's risks and vulnerabilities. The children are safer because staff are vigilant and never complacent.

The staff are nurturing, caring and have well-established relationships with the children. Families and professionals speak of the trust and confidence that they have in the staff to care for children.

Privacy and dignity are at the core of the children's care. The staff are aware of each child's abilities, and they enable them to have choice and control. The children are encouraged to develop their independence skills. One child has achieved full continence, which is a significant achievement. Another child can now wash their own hair while taking a bath. Consequently, this reduces the dependency on adults for practical assistance, such as intimate personal care.

The children participate in decision-making about their care planning. The staff adapt their practice and prioritise the children's preferred method of communication. This supports children to understand and express themselves. The children trust the adults and develop confidence to share their preferences and communicate when something is worrying them.

The staff are attuned to any changes in children's behaviour and mood because they know them so well. Staff help children to understand and manage their feelings. Staff's early intervention and excellent de-escalation skills help to restore calm when situations arise. In addition, research is used to inform and change practice for emerging needs, for example differentiating between a child's behaviour and a sensory need.

The staff are ambitious for children and continuously offer them unique opportunities to explore the world around them. Robust safety planning is in place to support children to

take age-appropriate risks. Children are educated about staying safe. For example, they learn to safely cross the road and how to approach dogs when in the community.

The effectiveness of leaders and managers: outstanding

The registered manager provides consistently high-quality, personalised care and is fiercely proud of the children's accomplishments. The registered manager places high value and appreciation on the stable and committed team of staff, who support the continuing success and positive outcomes for children.

The registered manager receives support from the responsible individual, who is equally committed to children's care and progress. He is an integral part of the home and its success.

The registered manager provides a positive working environment that supports staff to be reflective. If practice issues emerge, these are dealt with promptly. The quality of the regular and reflective staff supervision is excellent. Records of staff supervision demonstrate a consistently child-focused approach. There is a consistent learning culture in this home. All staff have opportunities to develop and enhance their practice.

The registered manager and staff have developed excellent relationships with partner agencies, which allows them to work together effectively. Professionals speak of the high quality of care provided to children and the excellent communication with the registered manager and staff. One professional said, 'The team excels in all that they do, and the outcomes for children are evident of this. This is not a children's home; it is a family home filled with love and unwavering care for the children.'

The staff strive for excellence and talk about the children with pride. They are highly ambitious for children and focus on enabling them to achieve their personal best. External agencies have reached out to model this practice, improving standards of care for disabled children in the region.

Diligent quality assurance processes ensure that the registered manager has a detailed oversight of the operation of the home. As a result, the registered manager has a clear understanding of the home's strengths and areas for development. The registered manager acts promptly on any advice for improvement to enhance the children's experiences. Although in its infancy, the recent introduction of 'tastes of the world' cultural exposure is already broadening children's understanding of society around them.

No requirements or recommendations have been made following this inspection.

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: 2675886

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: John Reidy

Registered manager: Neil Heslop

Inspectors

Claire Webster, Social Care Inspector
Sarah McGow, Social Care Inspector

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