

2707907

Registered provider: Cambian Childcare Limited

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned. It provides care for up to five children with ongoing mental health difficulties and who may not be able to live in the community without continued support.

The manager registered with Ofsted in January 2023, when the home opened.

There is a separately registered school on site. The inspectors only inspected the social care provision.

Inspection date: 9 January 2024

Date of last inspection: 27 June 2023

Judgement at last inspection: good

Enforcement action since last inspection: none

Information about this inspection

At this inspection, the inspectors evaluated:

- the care of children
- the safety of children
- the effectiveness of leaders and managers.

Inspectors have looked closely at the experiences and progress of children, using the social care common inspection framework. This assurance 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'.

Findings from the inspection

We did not identify any serious or widespread concerns in relation to the care or protection of children at this assurance inspection.

This inspection was carried out to address specific concerns and allegations received by Ofsted.

Since the last inspection, two children have moved out of the home. One child moved out in a planned way and continues to do well at their new home. Another child moved out in an unplanned way due to staff being unable to safely meet their needs. Three children live at the home, one of whom moved in since the last inspection.

The two requirements made at the last inspection have been met.

Inspectors were aware during this inspection that child protection allegations were being investigated by the appropriate authorities. While Ofsted does not have the power to investigate allegations of this kind, actions taken by the home in response to the allegations were considered alongside other evidence available at the time of the inspection to inform inspectors' judgements.

Records are maintained to a good standard. They are clear, concise and easily accessible. Risk assessments are detailed and provide the reader with clear guidance and instructions in response to various risks. Staff are fully aware of children's vulnerabilities and risks.

Staff say that the manager is approachable and has a warm style of leadership which inspires and supports them. Staff receive regular and good-quality supervision.

The home is well maintained, clean, tidy and decorated to a good standard. Children's bedrooms are homely, and thought is given to managing the risks of self-harming. For example, staff consider things such as furniture edges being rounded off and door handles being anti-ligature.

The use of restraint is reasonable and proportionate. Children are supported effectively by staff after incidents of restraint. Restraint records are monitored effectively. If the manager or the responsible individual is involved in a restraint, a more senior manager monitors the record to ensure objective scrutiny is maintained of the reason for the restraint and the method used.

Management oversight ensures that children's records remain reflective of their current and emerging needs. This helps children to get the right help at the right time.

One child said that they feel safe at the home and enjoy living there. Interactions observed between this child and staff were exceptionally positive. It is clear that the child has established trusting relationships with staff.

One child has shared concerns about bullying, which the staff have been slow to address. Staff have not identified a potential theme regarding the child's experience of bullying at the home. The child is left not knowing what actions were taken in response to the bullying. Consequently, they have been left feeling upset and not listened to. Latterly, the responsible individual identified this and recommended that staff receive further training. However, this is yet to take place. Opportunities have been missed to upskill staff to improve their practice and their responses to bullying.

There have been several allegations against staff. Appropriate action has been taken to ensure that allegations are referred in line with the home's safeguarding policy. Action has been taken to ensure that only suitable staff remain working with children. However, one allegation was reported to the involved person. They took appropriate action by referring the matter to their superior. However, the failure of the staff member to report the concern through the correct processes has not been addressed.

Staff have undertaken numerous training modules to improve their practice since the last inspection. Leaders and managers identified that staff would benefit from further training in behaviour management after a review of incident reports was carried out. The manager says that this has led to an improvement in staff's responses to children when they are in crisis.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
27/06/2023	Full	Good

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 positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust; an understanding about acceptable behaviour; and positive responses to other children and adults. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— have the skills to recognise incidents or indications of bullying and how to deal with them. (Regulation 11 (1)(a)(b)(c) (2)(a)(xiii)) In particular, ensure that staff receive training in managing and responding to bullying effectively.	1 March 2024

Recommendation

- The registered person should ensure that staff are familiar with the home's internal whistle-blowing procedures. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.9)

Children's home details

Unique reference number: 2707907

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: Michael Coleman

Registered manager: Colleen Ardley

Inspectors

Lianne Bradford, Social Care Inspector
Majella Russell, Social Care Inspector

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