

SC035657

Cambian Childcare LTD

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The children's home is operated by a private organisation. The home provides care and accommodation for up to seven children who may experience emotional and/or behavioural difficulties. The home is currently operating without a registered manager. A manager has been recruited to the home and has made an application to Ofsted for registration. He is currently awaiting interview.

Inspection date: 5 August 2020

This monitoring visit

This monitoring visit was undertaken to review the progress the service has made in meeting the steps of the two compliance notices, issued on 11 June 2020, under the safety and protection of children and the leadership and management standards.

The provider has taken steps to address the significant shortfalls in practice as identified at the monitoring visit on 11 June 2020. Risk management, including impact risk assessments and strategies to manage identified risk, is improved. All risk management tools, including impact risk assessments and placement matching, are now overseen by the company's responsible individual and psychologist. This oversight will provide managers and staff with additional support and guidance in the safe care of children.

All staff have received extensive refresher training to address the shortfalls in practice. Additionally, the company psychologist has provided structured workshops to enable staff to have a better understanding of some of the complex behaviours that children display. The company psychologist is now offering regular clinical support to children and the staff who care for them.

The organisation has taken steps to address the shortfalls in the leadership and management of the home. The acting manager, deputy manager and senior residential staff each have a personal development plan to develop their

management roles within the home. The acting manager said, 'We are developing a culture of what is acceptable and what is not. We are working with staff to develop consistent expectations for staff and the children who we care for. We are not looking to admit any further children until December to enable us to develop a settled and stable group.'

Since the last monitoring visit on 11 June 2020, two children have been discharged from the service and two children have been placed in the home. There have been no incidents of children being missing from the home and no further significant safeguarding concerns.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/04/2019	Full	Requires improvement to be good
13/02/2019	Interim	Declined in effectiveness
01/05/2018	Full	Good
31/10/2017	Full	Requires improvement to be 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, 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
6: The quality and purpose of care standard The quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— understand and apply the home's statement of purpose; ensure that staff— understand and apply the home's statement of purpose; protect and promote each child's welfare; treat each child with dignity and respect; provide personalised care that meets each child's needs, as recorded in the child's relevant plans, taking account of the child's background; help each child to understand and manage the impact of any experience of abuse or neglect. (Regulation 6(1)(a)(b)(2)(a)(b)(i)(ii)(iii)(iv)(v))	30/07/2020
11: The positive relationships standard 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	30/07/2020

positive responses to other children and adults. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— meet each child’s behavioural and emotional needs, as set out in the child’s relevant plans; help each child to develop socially aware behaviour; encourage each child to take responsibility for the child’s behaviour, in accordance with the child’s age and understanding; help each child to develop and practise skills to resolve conflicts positively and without harm to anyone; communicate to each child expectations about the child’s behaviour and ensure that the child understands those expectations in accordance with the child’s age and understanding; help each child to understand, in a way that is appropriate according to the child’s age and understanding, personal, sexual and social relationships, and how those relationships can be supportive or harmful; help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship; strive to gain each child’s respect and trust; understand how children’s previous experiences and present emotions can be communicated through behaviour and have the competence and skills to interpret these and develop positive relationships with children; de-escalate confrontations with or between children, or potentially violent behaviour by children. (Regulation 11(1)(a)(b)(c)(2)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(ix)(xi))	
*12: The protection of children standard The protection of children standard is that children are protected from harm and enabled to keep themselves safe.	30/07/2020

In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— assess whether each child is at risk of harm, taking into account information in the child’s relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child’s welfare; that the home’s day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm; that the effectiveness of the home’s child protection policies is monitored regularly. (Regulation 12(1)(2)(a)(i)(ii)(iii)(v)(vi)(b)(e))	
14: The care planning standard The care planning standard is that children— receive effectively planned care in or through the children’s home; and have a positive experience of arriving at or moving on from the home. In particular, the standard in paragraph (1) requires the registered person to ensure— that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home’s statement of purpose; that each child’s relevant plans are followed;	30/07/2020

that the child's placing authority is contacted, and a review of that child's relevant plans is requested, if— the registered person considers that the child is at risk of harm or has concerns that the care provided for the child is inadequate to meet the child's needs; the child is, or has been, persistently absent from the home without permission. (Regulation 14(1)(a)(b)(2)(a)(d)(f)(i)(ii))	
*13: The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— lead and manage a home in a way that is consistent with the approach and ethos, and delivers the outcome, set out in the home's statement of purpose; ensure the staff work as a team as appropriate; ensure that staff have the experience, qualifications and skills to meet the needs of each child; ensure the workforce provides continuity of care for each child; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13(1)(a)(b)(2)(a)(b)(c)(e)(f)(h))	30/07/2020
25: Fire precautions After consultation with the fire and rescue authority, the registered person must—	30/07/2020

take adequate precautions against the risk of fire, including the provision of suitable fire equipment in the children's home; and	
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make arrangements for persons working at the home to receive suitable training in fire prevention. (Regulation 25 (1)(a)(c))	
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*These requirements are subject to a compliance notice.

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: SC035657

Provision sub-type: Children's home

Registered provider: Cambian Childcare LTD

Registered provider address: Cambian Child Care LTD, Metropolitan House, 3 Darkes Lane, Potters Bar, Hertfordshire EN6 1AG

Responsible individual: Asjad Mahmood

Registered manager: Post Vacant

Inspector

Maria McGranaghan, social care inspector

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Piccadilly Gate
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Manchester
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