

SC035657

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is operated by a private organisation. It provides care for up to seven children who may experience social and emotional difficulties.

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

The manager registered with Ofsted in August 2020.

Inspection dates: 15 and 16 January 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: 5 December 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/12/2023	Full	Good
06/09/2022	Full	Good
13/07/2021	Full	Good
27/05/2021	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

Children make good progress and there is evidence of improved outcomes for children. A social work team manager said, 'Very impressed with everything...We wouldn't hesitate to place someone else with them in the future.'

Children told inspectors that they have good relationships with staff. Staff provide children with good-quality care and ensure that they benefit from consistency and stability in their lives. A child said, 'I like the staff. They are kind and they help you.'

Staff work in close collaboration with the children's social workers and the providers of their education. They ensure that children attend school regularly. If school becomes difficult for children, staff help them to overcome any barriers to their progress and learning.

Children told the inspectors that they are happy and enjoy living at the home. Feedback received from children, their parents and social workers is consistently positive. A child said, 'I'd rather stay here. My friends in care say other homes aren't as good as this one.' A parent described the staff as 'brilliant' and said that their child gets on well with all the staff.

Children benefit from various activities at home and in the community. They enjoy football, ice hockey, ice skating and go-karting. Staff actively encourage the children's social engagement, interests and hobbies.

Staff provide children with a homely living environment. Children are encouraged to personalise their bedrooms, which are furnished and decorated in accordance with their wishes and feelings.

Staff are proactive in supporting children to spend time with their friends and families. This ensures that children benefit from their close relationships with the people who are most important to them. For some children, the frequency of time spent with loved ones has increased. A parent said, 'Staff drop him off on time, support family time, never any issues.'

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

Staff are trained to safely meet children's specific needs. They have a good understanding of each child's needs and vulnerabilities. Staff use risk management plans to keep children safe from harm.

Staff actively look for children when they go missing from the home. They work in close partnership with the police to locate children quickly to promote their safe return. Independent return home interviews are carried out to help staff understand the reasons

why a child might go missing from the home. There has been a reduction in missing-from-home incidents.

Staff use rewards and incentives for children to reinforce their positive behaviour. Consequences staff use to address unwanted behaviours are fair and proportionate.

Staff manage behaviours that challenge safely and effectively, and they take swift action to prevent heightened behaviours from escalating. They use de-escalation techniques and behaviour management strategies to help children manage their emotions and feelings safely. There have been no physical interventions since the last inspection.

Allegations of abuse are reported to the appropriate authorities to ensure the safety of children. However, there has been an isolated occasion when an allegations process was not managed independently as appropriate.

The effectiveness of leaders and managers: good

Children benefit from a home that is managed efficiently and effectively. The registered manager shows strong and effective leadership of the operations of the home. The manager is extremely child focused and works enthusiastically with all professionals to promote positive outcomes for children.

Staff receive regular professional supervision. Supervision sessions are supportive of staff's practice and there is a strong focus on staff's learning, self-reflection and personal development. A staff member said, 'The manager is very supportive. He does not hesitate in supporting and helping staff.'

The manager ensures that staff are well managed and organised and that the home is sufficiently staffed. Staff benefit from regular team meetings that enable them to reflect on children's experiences, progress and care. The manager fosters a supportive, inclusive and nurturing environment for children.

Staff benefit from good-quality training that helps them to safely meet children's specific needs. Staff are recruited and vetted carefully. This ensures that children are protected from unsuitable people.

Each month, an independent person visits the home to review the care provided for children. These visits assist leaders and managers to recognise the strengths and areas for improvement. The manager acts on feedback to address any shortfalls to improve the care provided for children.

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

Statutory requirement

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. 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; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; and are familiar with, and act in accordance with, the home's child protection policies. (Regulation 12 (1) (2)(a)(i)(v)(vii)) In particular, the registered person must ensure that any allegation is handled and managed independently of the person the allegation is about.	3 February 2025

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: SC035657

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: Sarah Boddy

Registered manager: Mohammed Suleman

Inspectors

Anthony Kyem, Social Care Inspector
Kitty Wiper, 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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