

SC035657

Cambian Childcare Ltd

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home provides care and accommodation for up to seven young people who have emotional and/or behavioural difficulties. The home is owned by a private organisation.

Inspection date: 25 September 2017

This monitoring visit

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

At the full inspection on 1 and 2 August 2017, the home was judged inadequate. A number of significant shortfalls were identified, including a lack of effective action by the registered manager and staff in response to safeguarding concerns. Furthermore, the registered manager and staff had failed to identify, minimise and manage all known risks to children. The lack of robust safeguarding practice compromised children's welfare and safety.

As a result, 10 requirements were made. Three of the requirements are subject to compliance notices. On 25 September 2017, Ofsted carried out an unannounced visit to the home. The purpose of this monitoring visit was to assess the progress made by the home in addressing the compliance notices.

The monitoring visit found that the provider had dismissed the registered manager from their position and had recruited a new manager. The interim manager had only recently started work at the home. However, the management team had taken sufficient action to address the compliance notices. They were able to provide evidence to substantiate the action taken.

A compliance notice was made under regulation 12, the protection of children standard. The compliance notice required the manager to take steps to assess whether each child is at risk of harm, taking into account information in the child's relevant plans and, if necessary, to make arrangements to reduce the risk of any harm to the child. Impact assessments now include an evaluation of the impact of

any new admissions on the existing group of children, considering age, individual risk factors and the staff's ability to manage the range of needs of the children at the home. The inspector also found detailed risk assessments for the children at the home. These plans now identify the level of support and action required by staff to minimise all risks.

In addition, there was evidence of the steps taken to ensure that staff have the skills to identify and act upon signs that a child is at risk of harm, sharing information with social workers and key professionals relevant to children to suitably inform practice and decision-making. Staff were able to demonstrate that they now have an understanding of all children's risk assessments and what action to take if children are at risk. Staff have all undertaken safeguarding training. This has improved their understanding of their roles and responsibilities to safeguard children. As a result, there has been a decrease in children's risk-taking behaviour. Children said that they now feel safe living at the home. Bullying has been reduced. This is because of staff working with the children to raise their awareness of the impact of bullying on each other. Staff are notifying all relevant people of significant events. Most of the notifications sent to Ofsted are provided within the required timescales. They detail the action taken by the home and show an improvement in working with other agencies.

A programme of refurbishment has commenced at the home. This is to ensure that the home is a safe, warm and welcoming environment for children to live in. All outstanding maintenance work is due for completion in the next four weeks. The home has taken steps to meet the compliance notice, as required.

A compliance notice was made under regulation 13, the leadership and management standard. Since the last inspection, there has been a very recent change to the manager in the home. The organisation recognised the need to ensure that there is strong and effective leadership. This is to promote positive outcomes for children and ensure that the manager and staff work in line with relevant legislation. There is some evidence to substantiate that the monitoring systems consider the care provided by the staff at the home. However, some systems at the home are still not robust. Not all staff show a full understanding of effective recording and reporting. The majority of the staff are new to the organisation. They have undertaken induction training and the organisation's mandatory training courses. These include safeguarding and behaviour management. Nevertheless, records vary in detail. The monitoring and oversight of records are still not consistent. The organisation had recognised this shortfall. There are dates identified for further training of staff. This includes record keeping, including improving records of key-worker sessions with children. A further requirement was made to address the shortfall.

Staff receive supervision. However, the staff conducting this have not received training and support to do so. This means that supervision has not been effective. The organisation has commissioned an external trainer to provide this training. This will be for the deputy and team leaders who fulfil this role. In the interim period, the manager will supervise all staff. This is to make sure that it is consistent and

addresses the training and development needs of all staff.

A compliance notice was issued under regulation 14, the care planning standard. Managers have taken appropriate steps to ensure that all children's care plans are up to date, and have introduced a new format for compatibility assessments. This will demonstrate that the home can fully meet the individual needs of children. Care plans now include written guidance for staff about how they will support, guide and supervise children. Staff now involve children when compiling their plans and a child-friendly version of the care plan is now in place. This helps children to understand the support that they will receive.

The manager has not admitted any children to the home since the last inspection. Although the statement of purpose states that the home can admit children on an emergency basis, the provider has stated that, for a period of time, they will not be accepting any emergency placements. This is to ensure that the matching of children at the home considers the needs of everyone and that appropriate matching is achieved.

No further enforcement action is planned. However, a further inspection will take place to review how these improvements are embedded in the home's practices and to ensure that the service's ongoing development is sustained.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/08/2017	Full	Inadequate
30/03/2017	Interim	Sustained effectiveness
16/11/2016	Full	Good
30/03/2016	Interim	Sustained effectiveness

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
8: The education standard The education standard is that children make measurable progress towards achieving their education potential and are helped to do so. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff help each child to understand the importance and value of education, learning, training and employment; help a child who is excluded from school, or who is of compulsory school age but not attending school, to access educational and training support throughout the period of exclusion or non-attendance and to return to school as soon as possible. (Regulation 8(1)(2)(a)(iv)(viii))	30/10/2017
10: The health and well-being standard The health and well-being standard is that children receive advice, services and support in relation to their health and well-being; and children are helped to lead healthy lifestyles. (Regulation 10(1)(b)(c))	30/10/2017
13: The leadership and management standard 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 the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose;	30/10/2017

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)(f)(h))	
The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received into the children's home. In particular, the registered person must ensure that a record is kept of the administration of medicine to each child. (Regulation 23(1)(2)(c))	30/10/2017
The registered person must ensure that all employees receive practice-related supervision by a person with appropriate experience. (Regulation 33(4)(b))	30/10/2017
The registered person must maintain records ('case records') for each child which include the information and documents listed in Schedule 3 in relation to each child: Are kept up to date; and are signed and dated by the author of each entry. (Regulation 36(1)(a)(b)(c))	30/10/2017
The registered person must notify HMCI and each other relevant person without delay if a child is involved in or subject to, or is suspected of being involved in or subject to, sexual exploitation; an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious. (Regulation 40(4)(a)(b))	30/10/2017

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 Group, 4th floor Waterfront Building,
Chancellors Road, Hammersmith Embankment, London W6 9RU

Responsible individual: Stacey Brook

Registered manager: Post vacant

Inspector

Sarah Oldham, social care 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

<http://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://www.gov.uk/government/organisations/ofsted>.

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: <http://www.gov.uk/ofsted>

© Crown copyright 2017