

SC043972

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is one of a number of children's homes run by a large private organisation. The home provides care for up to five children who may have social and emotional difficulties.

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

The registered manager post has been vacant since November 2022. The deputy manager is in the process of applying for registration.

Inspection dates: 12 and 13 July 2023

Overall experiences and progress of children and young people, taking into account **good**

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

The effectiveness of leaders and managers **requires improvement**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 26 October 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/10/2022	Full	Good
22/02/2022	Full	Good
16/03/2020	Interim	Sustained effectiveness
23/09/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children make good progress in relation to their starting points. They enjoy good relationships with the staff who care for them. Staff provide children with continuity of care to promote consistency and stability in their lives. One child's social worker said, 'I think it's going really well and they're meeting all of his needs. I think it's a good placement and I would recommend it.'

Children are registered with the services they need to be healthy. Staff maintain effective partnerships with health professionals to ensure that the health needs of children are consistently met. Staff are good role models for children. This ensures that children benefit from adults they can talk to and learn from.

Staff provide children with effective support through one-to-one work. This helps children to reflect on their feelings and behaviour. A child said, 'Staff are very curious and take an interest. It's a nice house with nice people.'

Some children do well in education and attend college regularly. One child's social worker said, 'He has established trusting relationships with staff. He is doing well educationally.' However, some children's educational attendance can be sporadic. The manager provides children with incentives and rewards to encourage their educational attendance. However, staff do not always provide creative opportunities for informal education.

Staff support children to keep in touch with their friends and families. This ensures that children sustain their close relationships with the people who are most important to them.

Children benefit from a physically safe, comfortable and homely living environment. Children's bedrooms are nicely furnished and decorated in accordance with their feelings and wishes.

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

Children's safety is consistently at the centre of staff's practice. Risks associated with children are managed safely and effectively by staff. Staff have a good understanding of the specific needs and vulnerabilities of children and take appropriate action to address them.

Children are kept safe and feel safe living at the home. Staff maintain effective partnerships with social workers and other safeguarding agencies to promote the safety of children.

Staff promote children's positive behaviour and take action to prevent negative behaviours from escalating. Children become increasingly safer because of the

actions staff take to help and protect them. There have been no complaints or restraints since the last inspection.

Staff use rewards to reinforce children's positive behaviour. The use of consequences to address negative behaviour is fair and proportionate.

Children are protected if they go missing from the home. Staff actively look for children and keep in regular contact with them when they are missing. Staff work closely with the police to locate children quickly and encourage their safe return.

Significant incidents are reported to the appropriate authorities so that the right action is taken by the right professionals to protect children from harm. Staff are trained in child protection so that they know how to deal with allegations and report suspected abuse. There have been no allegations since the last inspection.

Employed staff are selected and vetted carefully to ensure that children are protected from unsuitable people. Staff meet the aims and objectives outlined in the home's statement of purpose. They maintain effective partnerships with all external professionals to ensure that the needs of the children are reliably met.

Health and safety in the home is addressed effectively by staff to ensure that a safe environment is maintained for children.

The effectiveness of leaders and managers: requires improvement to be good

There is a manager in place at the home that is in the process of submitting their application to register with Ofsted. They are currently being supported by a more experienced manager to develop their skills and knowledge in the role.

Sufficient staff are employed to meet the needs and numbers of children. Staff benefit from regular team meetings and receive practice-related supervision. Staff benefit from good-quality training to help them meet the specific needs of children.

The provider has met the requirement and one of two recommendations from the last inspection. The unmet recommendation in relation to a child's requests to have a double bed is repeated. This has not been purchased due to company policy, rather than reviewing children's requests and needs on an individual basis.

The home is visited by an independent person to review the quality of children's care and the arrangements made to promote their safety and well-being. These visits help staff and managers to understand the strengths and weaknesses of the home. As a result, they act to secure continuing improvement.

The manager of the home has completed a detailed quality of care review. The report includes the views of children, social workers and other stakeholders. However, there is no evidence to show that the report had been sent to Ofsted, as required by regulation. This reduces the oversight of the regulator.

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 education standard is that children make measurable progress towards achieving their educational 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 achieve the child's education and training targets, as recorded in the child's relevant plans; support each child's learning and development, including helping the child to develop independent study skills and, where appropriate, helping the child to complete independent study; understand the barriers to learning that each child may face and take appropriate action to help the child to overcome any such barriers; help each child to understand the importance and value of education, learning, training and employment; promote opportunities for each child to learn informally; 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) (i)(ii)(iii)(iv)(v)(viii)) This relates specifically to supporting improved educational attendance and providing educational activities when children are not attending education.	1 September 2023
The registered provider must appoint a person to manage the children's home if—	31 July 2023

there is no registered manager in respect of the home; and the registered provider— is an organisation or a partnership; does not satisfy regulation 28; or is not, or does not intend to be, in day-to-day charge of the home. If the registered provider appoints a person to manage the home, the registered provider must, without delay, give HMCI notice of— the name of the person so appointed; and the date on which the appointment takes effect. (Regulation 27 (1)(a)(b)(i)(ii)(iii) (2)(a)(b))	
The registered person must— supply to HMCI a copy of the quality of care review report within 28 days of the date on which the quality of care review is completed; and make a copy of the quality of care review report available on request to a placing authority, if the placing authority is not the parent of a child accommodated in the home. (Regulation 45 (4)(a)(b))	31 July 2023

Recommendation

- The registered person should ensure that any reasonable request made by a child is taken seriously and a response considers their needs on an individual basis. ('Guide to the Children's Homes Regulations, including the quality standards', page 21, paragraph 4.4)

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: SC043972

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: Leanne Woodings

Registered manager: Post vacant

Inspectors

Anthony Kyem, Social Care Inspector
Tracey Sykes, Social Care Inspector

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Piccadilly Gate
Store Street
Manchester
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