

# SC043972

Registered provider: Cambian Childcare Limited

Interim inspection

Inspected under the social care common inspection framework

## **Information about this children's home**

This children's home is one of a number of children's homes run by a private organisation. It is registered to offer care and accommodation for up to five young people who may experience emotional and/or behavioural difficulties.

The home has not had a registered manager since October 2017. A manager is appointed to the home and their application to Ofsted is in progress.

**Inspection date:** 12 March 2019

**Judgement at last inspection:** requires improvement to be good

**Date of last inspection:** 22 May 2018

**Enforcement action since last inspection:** none

## **This inspection**

### **The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection**

This home required improvement to be good at the last full inspection. At the interim inspection, Ofsted judges that it has sustained effectiveness.

The home was last inspected in May 2018. At the time of this inspection, the home was operating without a registered manager. The home has operated without a registered manager since October 2017. Although the organisation has recruited managers for this home, two successful appointments between October 2017 and August 2018 have left the organisation. Since September 2018, the home has been managed by a registered manager from another of the organisation's children's homes, and their application to become the registered manager of this service is in progress. The organisation proposes that this manager has joint registration responsibility for two of the organisation's homes.

Since the last inspection, two young people have been discharged from the service. One young person was arrested and subsequently discharged, after being taken into police custody for the possession and supply of illegal substances. Another young person was discharged into the care of his mother in accordance with his placement plan.

The home has provided accommodation for two young people on an emergency basis. Both placements were internal moves from another of the organisation's children's homes and lasted less than 24 hours.

At the time of this interim inspection, four young people are accommodated. One young person remains in placement having been accommodated at the home for almost two years. There are three new admissions. The new admissions were all accommodated in November 2018.

Although there remain areas for development, the home has made some progress in addressing the issues raised at the last inspection and developing the service provided to the young people resident there.

Young people are looked after by a stable staff team. Five members of a staff team of eight have completed the diploma in children's social care. One member of staff has almost completed this qualification, while two further staff members are enrolled to complete this course. Staff undertaking this qualification have a sufficient understanding of their roles and responsibilities in meeting the needs of the young people accommodated in the home.

Safeguarding young people has improved. Although young people present with challenges, including risk-taking behaviours, the manager and staff are now proactive in their response. For example, risk assessments detail individual strategies to assist staff in reducing and minimising the assessed risk to young people. Where a concern arises, staff implement these strategies, such as following a young person should they leave the premises, supervision of all finances and regular room searches where required. Consequently, although risks are not yet diminished, they are reducing.

At the last inspection, a recommendation was made in respect of young people's non-attendance within education. Although there has been some progress, this remains an area for development. One young person receives full-time mainstream secondary education. His attendance and attainment are consistent, and he is making good progress. Another young person receives full-time, one-to-one tuition provided by the placing authority. Observations clearly highlighted the positive interaction between the young person and the tutor during the inspection.

A further young person gained a place within a leading educational provider, specialising in logistics and automotive training, to undertake mechanics combined with basic English and mathematic skills. However, due to individual behavioural issues, this placement ended after a four-week period. Although there has been a delay, arrangements are now in place for a further tutor to support the young person and applications have been

made to alternative education provision such as The Prince's Trust. A recommendation is made in respect to this issue, to ensure that there are no further delays in accessing suitable education placements and/or resources for young people.

The misuse of illegal substances is a concern within this home. Three of the four young people placed within this home have made connections within the community in order to access cannabis. The manager and staff have made suitable amendments and updates to risk assessments to ensure that this concern is managed consistently. In addition, the home has invited community police officers to provide opportunities for young people to discuss the impact, misuse and distribution of cannabis.

Young people have regular key-work sessions, which include sessions on drug and alcohol awareness, understanding the impact of substances on your body and the impact of risk-taking behaviour. Where concerns heighten, young people are referred to eclipse drug awareness services, and young people engage well with staff and these external agencies. However, staff must keep these concerns high on the agenda in order to minimise and reduce the risk of harm for young people.

Internal and external monitoring of the home are good. Many of the issues raised within these monitoring reports are being addressed as part of the home's ongoing development plan initiated by the current manager. However, one area highlighted within the last Ofsted full inspection and the monitoring reports remains unmet. Although new carpet was being laid throughout the home on the day of the inspection, the premises overall are in need of refurbishment. Kitchen cupboards are damaged, the cooker is too small for the space provided in the kitchen and is not adequate for the size and occupancy of the home. Other areas of the home are tired and worn and, in some areas, require re-plastering and painting. The manager and registered individual stated that a work plan is agreed to address these concerns. However, due to the delay in this work progressing, a requirement is made to ensure that suitable headway is made with this necessary improvement.

Placement plans suitably capture the individual needs of young people accommodated in the home. Plans are further developed and link clearly with individual risk management and behaviour management plans. A review of individual key-work sessions highlighted a consistent approach to providing this individual time with young people. However, these sessions do not consistently correlate to the young people's needs as described in their placement plans. Consequently, key-work sessions require further structure in order to reflect how the home is addressing young people's individual needs and/or concerns. A recommendation is made to address this matter.

Young people are offered a range of activities, both within the home and in the community. One young person regularly takes part in mixed martial arts, wrestling and plays for a local cricket team. Young people have access to the gym and sports hall as well as attending go-carting, visits to the cinema and day trips. However, in recent weeks, some young people have lost interest in attending organised activities. This results in them spending more time in the community and becoming involved in the misuse of cannabis. Although action is taken to address this concerning behaviour,

further action is needed to encourage young people's participation in positive recreational activities. This will enable young people to gain social skills, to make suitable positive friendships and to further develop self-esteem and confidence. A recommendation is made to address this matter.

In summary, the home has taken some positive steps to address the identified shortfalls in practice, although further development is still required.

## Recent inspection history

| Inspection date | Inspection type | Inspection judgement            |
|-----------------|-----------------|---------------------------------|
| 22/05/2018      | Full            | Requires improvement to be good |
| 29/11/2017      | Full            | Good                            |
| 24/03/2017      | Interim         | Sustained effectiveness         |
| 28/06/2016      | Full            | Outstanding                     |

## 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   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| <p>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—</p> <p>that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health.</p> <p>(Regulation 12 (1)(2)(d))</p> | 12/04/2019 |

## Recommendations

- Where children placed in a home are not participating in education because they have been excluded or are not on a school roll for some reason, the registered person must work closely with the placing authority and school so that the child is supported and enabled to resume full-time education as soon as possible. ('Guide to the children's homes regulations including the quality standards', page 28, paragraph 5.15)
- Staff should continue to actively assess the risk to each child and the arrangements in place to protect them. Where there are safeguarding concerns for a child, their placement plan, agreed between the home and the placing authority, must include details of the steps the home will take to manage any assessed risks on a day-to-day basis. ('Guide to the children's homes regulations including the quality standards', page 42, paragraph 9.5)

With specific regard to the ongoing assessment of the young people's misuse of cannabis and connections within the community.

- The registered person should ensure that children are offered a wide range of activities both inside and outside the home (where appropriate) and are encouraged to participate in those activities. ('Guide to the children's homes regulations including the quality standards', page 31, paragraph 6.5)

Specifically, staff to build activities into the daily routines of young people, in order to build their individual confidence and self-esteem and enable them to take part.

- The registered person should ensure that they and their staff engage proactively with the young person and their placing authority to contribute fully to the relevant plans for the young person's care on an ongoing basis. ('Guide to the children's homes regulations including the quality standards', page 56, paragraph 11.3)

Specifically, in relation to the quality and content of key-work sessions and their link to the young person's needs as described in their care and placement plans.

## Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

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:** Cambian Childcare Limited, 4th Floor, Waterfront  
Manbre Wharf, Manbre Road, Hammersmith, London, Middlesex W6 9RH

**Responsible individual:** Asjad Mahmood

**Registered manager:** Post vacant

## Inspectors

Maria McGranaghan, social care inspector  
Pauline Yates, 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](mailto:enquiries@ofsted.gov.uk)  
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