

Children's homes – Interim inspection

Inspection date	24/02/2016
Unique reference number	SC043972
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Cambian Childcare Ltd
Registered person address	4th Floor Waterfront Building Hammersmith Embankment London W6 9RU
Responsible individual	Ali-Raza Sarwar
Registered manager	Ali Sajjad
Inspector	Jo Hornby

Inspection date	24/02/2016
Previous inspection judgement	Outstanding
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 was judged outstanding at the last full inspection. At this interim inspection, Ofsted judges that it has Sustained effectiveness. Young people continue to live in a caring home, where they receive consistent care from a highly motivated staff team, which is making a difference to their lives. Young people have excellent role models in their staff, who help and support them to make positive life choices by taking a clear and fair approach. Managers and staff are committed to providing individualised care to secure positive outcomes for each young person living there. A young person said: 'This is the best care home. Staff are really good and help you to do well all the time. I'm doing well because of them.' Since the last inspection, the home has secured an emergency admission. Staff ensured that this admission was a positive match for the other young people who live there. The staff and young people welcomed him into the home, and showed him around the area. They supported the young person to develop positive relationships, building up trust and self-worth. This approach has enabled the young person to make significant progress in many aspects of his development, such as engaging in education and staying safe. A social worker said: 'X's behaviour has improved since admission, and he has not committed any further offences. X has more respect for the staff here and, on the whole, his behaviour has improved.' Young people continue to make excellent progress from their starting points. Staff are proud of the achievements that the young people continue to make. Young people are engaging in education, and some are working hard to secure college placements and planning for future careers. Young people are excited about future prospects, and are applying for apprenticeships and jobs. A young person commented: 'Staff are good. They make you realise that if you work hard, you can get a good job. I want to do mechanics and get an apprenticeship. I am applying to BMW and Jaguar.'	

Staff support and encourage young people to learn skills in preparation for adulthood. They learn how to budget and prepare meals, so that they are well prepared for their futures. Staff identify when young people are not ready to live independently. They work collaboratively with placing authorities to identify more suitable placements for young people's individual abilities, such as semi-independent living.

There have been no incidents of young people going missing from the home. This is a significant improvement for young people who have a history of going missing. There has been a notable reduction of risk-taking behaviour, such as criminal activity and gang culture, since young people have been admitted to the home. There have been no incidents of physical intervention. In this home, physical intervention is rarely used, and is only used as a last resort to ensure that young people and staff are safe. Staff support young people to engage in activities created to dissuade them from negative influences in their lives. They take a multi-agency approach, working with the police, the placing authority and the home's authority to ensure that young people are safe from harm.

The manager and staff promote and facilitate family contact. They help young people who choose not to have contact with their families in understanding barriers, and help to resolve these difficulties; working with parents and others who are important in young people's lives to build positive relationships. They ensure that contact arrangements are in place for each young person and, in some instances, supervise individual contact sessions in line with care and placement plans. This means that young people experience continuity of care and quality contact with the people who are important in their lives. A young person said: 'Staff understand me, and when I want to see my family, they organise contact ... so I can spend time with them.'

The manager is highly regarded by his staff team and other agencies, such as placing authorities. He is highly child-focused, and skilled in balancing his role as manager and spending quality time with the young people. He is dedicated to securing good outcomes for young people, and drives them to achieve in all aspects of their development. A member of staff said: 'The manager is passionate, and is always hands-on with the young people. He will take them to appointments and play games with them, while continuing to be a manager. He is very supportive with staff, and wants us to do well. He gives constructive criticism and drives us to develop. I have learned such a lot from the managers and staff here.'

Information about this children's home

This children's home is registered to provide care and accommodation for five young people with emotional and/or behavioural difficulties. The home is privately owned.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
04/11/2015	CH – Full	Outstanding
17/03/2015	CH – Interim	Improved effectiveness
07/11/2014	CH – Full	Good
26/03/2014	CH – Interim	Good progress

What the inspection judgements mean

At the interim inspection we make a judgement on whether the home has improved in effectiveness, sustained effectiveness, or declined in effectiveness since the previous full inspection. This is in line with the 'Inspection of children's homes: framework for inspection'.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, 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 who 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.

This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service 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'.

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