

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. This home provides care for up to five children. The provider states in its statement of purpose that it provides care for children with social and emotional difficulties.

The registered manager's post has been vacant since March 2022. A new manager has been appointed to this post and has applied for registration.

Inspection dates: 26 and 27 October 2022

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: 22 February 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
22/02/2022	Full	Good
16/03/2020	Interim	Sustained effectiveness
23/09/2019	Full	Good
12/03/2019	Interim	Sustained effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

There are three children currently living at the home. One child moved into the home in August 2022. They settled in quickly and were warmly welcomed by staff. The child's social worker reported, '[Name of child] has settled in wonderfully and feels happy, and the staff team ensured that he felt welcomed.'

Children make good progress in relation to their starting points. Children are registered with the health services they need, and staff ensure that children attend their routine health and medical appointments.

Medical consent is in place and staff are familiar with the health decisions and responsibilities that are delegated to them. Staff work closely with health professionals to ensure that the health needs of children are met effectively.

Children benefit from well-planned, personalised care that promotes their needs effectively. Staff provide children with consistency and stability in their lives. Children enjoy good relationships with the adults who care for them. A social worker reported, '[name of child] feels that staff care about him and his future, as they support all aspects of his life.'

Children are engaged in education and staff encourage regular school attendance. Staff support children to have a stable education. Staff help children to overcome any barriers that affect their learning and they work closely with schools to promote children's achievements, attainment and learning.

Children are supported to see their friends and families. As a result, children sustain familiar relationships with the people who are most important to them. One child said, 'We all know we have our own families. But we're also like a little family.'

Children attend weekly meetings with staff. This ensures that children are consulted and feel able to contribute to the running of their home. There is evidence that, following these meetings, staff act on children's wishes and reasonable requests. However, some children have requested double beds for their bedrooms, and it is unclear why their requests have not been addressed.

Children benefit from regular activities, including go-karting, fishing and going to theme parks, the golf range and the zoo. One child plays for a local football team and staff have taken the children away on a summer holiday. Children's interests, talents and hobbies are encouraged.

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

Robust risk-management plans ensure that staff understand the specific needs and emerging vulnerabilities of children. These plans provide clear strategies for staff to

manage behaviour safely and keep children safe from harm. Staff ensure that plans are reviewed and updated regularly.

The home has a zero-tolerance approach to bullying. Staff promote a harmonious, respectful, culturally diverse and safe environment for children to feel safe in. One child said, 'Pretty much everything is good about living here and there's not much to fault. Staff are always there for me to talk to.'

Staff implement consistent rules and boundaries and have high expectations of children's behaviour. Positive behaviour is consistently praised and reinforced. Staff are trained in de-escalation techniques and use this learning to support children's behaviours safely and effectively. There have not been any incidents of physical restraint since the last inspection.

The use of consequences in response to unwanted behaviour is fair and proportionate. Staff educate children about the impact of their behaviour on themselves and others. This encourages children to learn from their mistakes and deters unacceptable behaviour. One child said, 'The rules here are sensible and are not too strict.'

Staff are trained in child protection and have a good understanding of their safeguarding duties and roles. Staff ensure that the safety and well-being of children are consistently at the centre of their practice. Significant incidents are reported to the appropriate authorities. This ensures that the relevant professionals can take action to support children and protect them from harm.

Children are protected if they go missing from the home. Staff implement and follow the procedures for reporting children who are missing and work closely with the police to secure the children's safe return.

The effectiveness of leaders and managers: good

A new manager has been recruited and has applied for registration with Ofsted. The manager is already experienced in this role, having held a registered manager's position previously.

There are a small number of staff vacancies, and the recruitment of new staff is a priority for the manager, to ensure that the home is fully staffed.

Staff are experienced. However, the current staff composition is predominantly female. As a result, there are insufficient male members of staff to act as positive role models and mentors for children.

The aims and objectives as set out in the statement of purpose are being met. The manager has met and addressed the only requirement that was made at the last inspection.

The manager has completed a quality-of-care review that includes measurable targets for the development of the home. The review includes the views of children and stakeholders and meets regulatory requirements. A social worker reported, 'Both [name of child] and I are very happy with the placement. He has shared that he wishes to stay there for the foreseeable future.'

The manager works efficiently and effectively. The manager makes good use of monitoring activities to understand the home's strengths and weaknesses, and tackles any shortfalls identified with the staff's practice to secure improvement.

Children benefit from a warm, physically safe and homely living environment. Children's bedrooms are individually personalised in accordance with their needs, feelings and wishes. Health and safety matters are addressed effectively to ensure that children and staff are safe.

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 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— ensure that the home has sufficient staff to provide care for each child. (Regulation 13 (1)(a)(b) (2)(d))	28 February 2023

Recommendations

- The registered person should ensure that staff from the different gender groups are employed to provide children with positive role models. ('Guide to the Children's Homes Regulations, including the quality standards', page 39, paragraph 8.12)
- The registered person should ensure that any reasonable request by a child is considered and taken seriously. This relates specifically to children's requests to have a double bed. ('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 Ltd

Registered provider address: 5th Floor, Metropolitan House, 3 Darkes Lane,
Potters Bar EN6 1AG

Responsible individual: Leanne Woodings

Registered manager: Natasher Shad

Inspector

Anthony Kyem, Social Care Inspector

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