

SC064666

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is operated by a private organisation and provides care for children who may have social and emotional difficulties.

There are two children living in the home.

The manager has applied to register with Ofsted.

Inspection dates: 12 and 13 June 2024

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	requires improvement to be good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 27 February 2024

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
27/02/2024	Full	Requires improvement to be good
25/05/2022	Full	Good
26/05/2021	Full	Good
23/07/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The children have remained settled, and there has been improvement in their presentation, confidence and self-esteem, and greater stability in their day-to-day lives. Both children said they get on well with the staff and like living here.

Staff understand the importance of education. Staff have implemented daily structure and routines so that the children understand the expectations of the staff. When the children are not in school, staff proactively encourage them to complete online learning. One child is now attending school after a significant period of non-attendance and aspires to attend further education once they leave school.

Managers and staff have implemented clear rules and consequences in relation to substances. Room searches are regularly completed, and, if necessary, items are removed. Any illegal substances are reported to the police. This is a significant improvement from the last inspection. Substance misuse has greatly reduced, and children are spending more time in the home with staff.

The children's health needs are well met. Children are supported to access child and adolescent mental health services to support their emotional well-being. Children are encouraged to eat balanced and healthy food. As a result, the children's diet has improved and there are no longer concerns around food intake.

Children are encouraged to develop their independence skills. They are involved in weekly shopping, meal plans, food preparation and completing tasks such as keeping their bedrooms tidy and washing their own laundry. Staff also encourage children to develop hobbies and interests. There are a range of activities children have chosen to attend, such as skateboarding, going to the gym and film nights.

The home is currently undergoing a full refurbishment. The bathroom has been updated, the children's bedrooms have been repainted and there are plans to decorate the whole of the downstairs area. The garden has new fencing and furniture and is well kept, making it more accessible and welcoming for children to use.

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

Children have positive relationships with staff. They can talk to staff about what is happening in their lives, and they feel comfortable talking about difficult past experiences. This means that they can develop a greater understanding about their childhood, and how to manage their feelings in a safe and secure environment.

Risk assessments are in place to give guidance for staff to keep children safe. These are reviewed following incidents, such as when children are missing from home and any criminal behaviours. When children go missing from home, staff report them to the appropriate services. They work together to locate children and bring them home safely.

Staff work collaboratively with the other professionals to safeguard children. Children are encouraged to engage with the youth offending service (YOS), the police and drug prevention service. Staff educate children about risks associated with drug misuse and going missing from home, so that they can make informed decisions. However, staff do not educate children about the consequences of engaging in criminal behaviours so as to reinforce the work being completed with the YOS.

The fire risk assessment has been updated following the last inspection. The manager has ensured that all actions have been completed. The review of the premises has been completed in collaboration with the police. It has also been shared with the children to educate them about risks in the local area, and their views are included.

Children understand how to make a complaint. Allegations are referred to the Local Authority Designated Officer. Investigations are completed in a timely manner. This means that children know if they raise a concern or complaint, they will be listened to.

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

The deputy that was previously being supported to develop her management skills has now submitted an application to register with Ofsted. The manager has a clear vision for the development of the service and how the children are cared for. She has high aspirations and has already made some significant changes in the day-to-day running of the home.

One staff member has commented that things feel 'more settled' and there is 'more structure for the children and staff since [Name of manager] has taken over'. However, the manager does not have full oversight of staff actions when children go missing from home.

The manager ensures that staff are suitably qualified and skilled to care for the children. Most staff are permanent. Any gaps in the rota are covered by regular bank staff, who are seen as part of the team. As a result, there is minimal disruption for the children.

The manager acted appropriately in response to a member of staff who was reported speeding when driving with the children in the car. However, they did not report a serious incident to Ofsted. This is a breach in regulation and reduces the oversight of the regulator.

The manager ensures that staff, including bank staff, have regular supervision which is reflective and enables future learning and development. Staff are offered a mix of online and face-to-face training to continue to develop their skills and knowledge. Team meetings take place regularly and are well attended. As a result, staff have the appropriate skills to meet the children's needs.

The manager has ensured that the requirements and recommendations from the previous inspection have been addressed.

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— 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; demonstrate that practice in the home is informed and improved by taking into account and acting on— research and developments in relation to the ways in which the needs of children are best met; and feedback on the experiences of children, including complaints received; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(f)(g)(i)(ii)(h)) Specifically, this relates to the manager having oversight of all missing-from-home incident records. The manager must ensure that they take into account the reasons children go missing and identify ways to minimise the risk of future missing-from-home incidents, including reviewing staff practice.	2 August 2024
The registered person must notify HMCI and each other relevant person without delay if— there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(e))	2 August 2024

Recommendation

- Staff should support and educate children in strategies to manage and reduce any risks relating to criminal behaviours. This includes educating children about lifelong consequences to criminal behaviour and the impact this can have on their future. ('Guide to the Children's Homes Regulations, including the quality standards', page 43, paragraph 9.10)

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: SC064666

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: Sarah Boddy

Registered manager: post vacant

Inspector

Sarah Probert, Social Care Inspector

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