

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.

The manager has applied to register with Ofsted.

Inspection dates: 27 and 28 February 2024

Overall experiences and progress of children and young people, taking into account	requires improvement to be good
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How well children and young people are helped and protected	requires improvement to be good
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The effectiveness of leaders and managers	requires improvement to be good
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The children's home is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

Date of last inspection: 25 May 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
25/05/2022	Full	Good
26/05/2021	Full	Good
23/07/2019	Full	Good
07/06/2018	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: requires improvement to be good

The organisation made the choice not to have any children living in the home shortly after the last inspection. A manager was appointed in November 2023, who made the child-focused decision to open the home quickly to provide care for two children he and the team already knew. Staff are in the process of implementing measures to meet the regulations; however, structures and boundaries for children are not yet fully embedded.

The two children are siblings. They have built positive relationships with staff and are able to voice their views openly. Children ask staff for support, who then offer reassurance. Children are happy and settled and said that this feels like their home.

Staff understand the importance of education. They advocated effectively for one child to integrate back into mainstream school, taking into account the child's views. However, when a child is not in full-time education, staff are not always proactive in implementing daily plans to structure the child's day. Daily routines and expectations are not yet consistent or made clear to the children.

Children feel comfortable asking for help when they need to. Staff have a good understanding of how children's mental health can impact on their overall well-being and know how to access specialist services. They are able to offer support to children with dietary and anxiety needs in a way that is sensitive and prevents children feeling stigmatised.

Children are supported to maintain relationships with their family. Staff welcome parents into the home. Staff stay with children when necessary to ensure that family time is a positive experience, and they transport children to see their family when this is required. Children are able to talk to staff about relationships with their birth family, which helps them to understand their identity.

How well children and young people are helped and protected: requires improvement to be good

Leaders and managers made the decision to offer this home quickly in the best interests of the children, and indeed the children have settled well. Children said that they feel safe. However, the location risk assessment and fire risk assessments were not fully considered or updated prior to children moving in.

Staff respond effectively when children go missing from the home. Staff use a robust missing-from-home protocol to help them locate children who are missing. Children are offered return home interviews, which help professionals to understand the reasons that children go missing and have led to a reduction in missing-from-home incidents.

Staff help children to understand risks of substance misuse and encourage them to develop different coping strategies. Staff access external specialist support services to help educate children about risk. However, children are not given consistent messages about the risks associated with smoking, both to their health and as a potential fire hazard in the home.

The manager ensures that notifications of serious incidents are sent to Ofsted in a timely manner. There is management oversight of incident reports and reflection for future learning is provided. This means that risks can be identified quickly and support put in place for children and staff to help reduce the risk.

Staff use rewards to promote children's positive behaviour. The use of consequences to address negative behaviour is fair and proportionate. There has been no use of physical intervention since the home reopened.

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

The home is managed by a suitably experienced and qualified acting manager, who has submitted an application to register with Ofsted. The manager is also supporting the development of one staff member who hopes to become the manager in the future. Together, they support the team and are building on their skills and knowledge.

Although some steps were taken to make the home more comfortable for children moving in, leaders and managers have not completed works required on the property since the previous inspection. The bathroom and back garden have not yet been refurbished. As a result, the previous requirement made has not been met and is restated.

There is an extensive training programme for staff. In addition to mandatory training, staff have attended additional training, such as around understanding exploitation, substance misuse and self-harm, and have access to training specifically relating to the children's needs. This ensures that staff have the right skills and knowledge to care for the children.

The management structure is not clear in the statement of purpose and the responsible individual named is incorrect. In addition, leaders and managers have not notified Ofsted of the change of responsible individual as required by regulation.

Children are cared for by permanent staff members. Agency staff are not used. If there are staff vacancies, the manager seeks to recruit new permanent staff. Any gaps are covered by staff from another home run by the provider who know the children, to help minimise disruption.

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 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— that staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; have the skills to identify and act upon signs that a child is at risk of harm; take effective action whenever there is a serious concern about a child's welfare; that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(a)(i)(iii)(b)) In particular, the registered person must ensure that staff take steps to reduce risk in the home and help children to understand risks and how to keep themselves safe.	30 March 2024
After consultation with the fire and rescue authority, the registered person must— take adequate precautions against the risk of fire, including the provision of suitable fire equipment in the children's home; provide adequate means of escape from the home in the event of fire;	30 March 2024

make arrangements for persons working at the home to receive suitable training in fire prevention; and ensure, by means of fire drills and practices at suitable intervals, that persons working at the home and, so far as reasonably practicable, children are aware of the procedure to be followed in case of fire. (Regulation 25 (1)(a)(b)(c)(d)) The registered person must ensure that the fire risk assessment contains accurate information and that recommendations made are completed.	
The registered person must review the appropriateness and suitability of the location of the premises used for the purposes of the children's home at least once in each calendar year taking into account the requirement in regulation 12(2)(c) (the protection of children standard). When conducting the review, the registered person must consult, and take into account the views of, each relevant person. (Regulation 46 (1) (2)) In particular, the registered person must ensure that the location risk assessment includes consultation with others. Consideration must be given to the risks associated with the needs of the children who move into the home.	30 April 2024
The quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— ensure that the premises used for the purposes of the home are designed and furnished so as to— meet the needs of each child; and enable each child to participate in the daily life of the home. (Regulation 6 (1)(a)(b) (2)(c)(i)(ii)) This specifically relates to repairing and repainting the upstairs damage to the wall, and the refurbishment of the	30 April 2024

bathroom facilities and additional work in the back garden. This is a repeat requirement.	
The registered person must give notice in writing to HMCI, as soon as it is reasonably practicable to do so, if any of the following events take place or are expected by the registered person to take place— if the registered provider is an organisation— any change in the identity of the responsible individual. (Regulation 49 (1)(e)(iii))	30 April 2024

Recommendation

- The registered person should ensure that children who are not in full-time education are given a clear routine each day with suitable structured activities to support them back into education. ('Guide to the Children's Homes Regulations, including the quality standards', page 28, paragraph 5.15)

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: Leanne Woodings

Registered manager: Post vacant

Inspector

Sarah Probert, 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
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