

SC065855

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a home for up to three children who have experienced social, emotional and mental health difficulties.

Two children currently live in the home, and they were both spoken to as part of the inspection. The manager has been registered with Ofsted since November 2024.

Inspection dates: 3 and 4 September 2025

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: 18 June 2024

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: good

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/06/2024	Full	Requires improvement to be good
18/07/2023	Full	Good
06/12/2022	Full	Good
08/03/2022	Interim	Improved effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, one child has moved out of the home. Prior to the move, staff held planned discussions with the child around budgeting, maintaining a clean living environment and forming healthy relationships. Leaders also worked in partnership with local health services to provide guidance and support. As a result, the child was well prepared for their transition into independent living.

Relationships between staff and children have significantly improved. Leaders and staff demonstrate a strong commitment to children's progress and well-being. Children engage in a wide range of activities, including holidays abroad, visits to theme parks, birthday celebrations, meals out, and games within the home. One child recently allowed staff to display their photo in the home after several years, reflecting the trusting relationships that have developed.

The manager and staff maintain positive working relationships with professionals. One professional told the inspector: 'The home works very closely and well with other professionals. No reported complaints or concerns raised by other professionals.'

Children's views about the home environment are actively sought and acted upon. For example, the manager advocated for the creation of a cinema room in response to children's requests. Bedrooms reflect children's personal interests and are maintained to a high standard, contributing to a sense of safety and belonging.

Children's health needs are well supported. Staff regularly discuss the importance of attending health appointments, and, where children struggle to engage, leaders liaise with professionals to explore alternative options. Staff also encourage children to adopt healthier lifestyles through improved diet and increased physical activity. As a result, children sustain good physical health.

Children make excellent progress in education. The manager and staff maintain regular communication with education providers, enabling them to remain informed about children's targets and progress. One child recently passed their GCSEs in mathematics and English and has secured a place on their chosen course for September 2025. Another child continues to make consistent progress across all subjects and is expected to maintain this throughout the new academic year.

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

Due to the positive relationships between staff and children, the number of incidents in the home remains low. Staff demonstrate a clear understanding of children's individual risks, and leaders ensure that robust plans are in place to manage these effectively. Risk management plans are regularly reviewed by the manager, despite the low number of

incidents, to ensure that staff remain well informed and able to minimise potential harm. Effective support strategies help children feel safe and promote positive behaviour.

The registered manager maintains strong working relationships with professionals outside the home. She has established links with local police community support officers and actively participates in neighbourhood meetings to remain informed about changes in the local area. Staff encourage children to build positive relationships with the police, which supports community engagement and reinforces positive behaviour.

Reflective practice among staff has improved following incidents. Action sheets have been embedded into daily routines, enabling staff to reflect on what went well and identify areas for improvement. This has contributed to quicker de-escalation of incidents when they occur.

Consequences are used fairly and naturally. Staff seek children's views and explain the reasons behind any consequences. This supports children to reflect on their behaviour, and incidents have not reoccurred as a result of this approach.

Complaints and allegations are managed effectively. The manager responds promptly to concerns raised by children, notifies relevant professionals in a timely manner and ensures children are kept informed. This helps children feel that their views are valued and taken seriously.

The effectiveness of leaders and managers: good

The home is led by a committed and passionate manager who demonstrates reflective practice and uses this insight to develop the staff team. She works closely with the responsible individual, who maintains regular oversight of the home. This collaborative leadership has contributed to children making sustained progress.

The manager draws on research to inform staff practice. For example, concepts such as love languages are used to understand staff needs, helping to ensure they feel supported and remain effective in their roles. Attachment theory is also used to inform the care provided to children, contributing to the development of positive and trusting relationships between staff and children.

Staff have good access to training opportunities. The manager works in partnership with the organisation's mental health practitioner to plan bespoke training that reflects the individual needs of children. This ensures staff are equipped with the relevant skills and knowledge to provide high-quality care.

Staff report feeling well supported by the manager. One staff member told the inspector: 'The staff at this home show genuine care, warmth and commitment to the children. They create a safe, nurturing environment where young people feel valued and supported. I have seen how the home encourages children to grow in confidence,

develop life skills, and build trusting relationships.' Supervision is reflective and consistent across the team, promoting improved quality of care.

Not all staff are suitably qualified. One staff member had not achieved the required qualification within the expected two-year time frame and was due to complete it two months prior to the inspection.

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
For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained— the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma"); or a qualification which the registered person considers to be equivalent to the Level 3 Diploma. The relevant date is— in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home; or in the case of an individual who was working in a care role in a home on 1st April 2014, 1st April 2016. The registered person may defer the relevant date if the individual— does not work, or has not worked, in a care role in a home for a prolonged period; or works, or has worked, in a care role in a home on a part-time basis. (Regulation 32 (4)(a)(b) (5)(a)(b) (6)(a)(b))	28 October 2025

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: SC065855

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 4th Floor, Parkview, 82 Oxford Road, Uxbridge UB8 1UX

Responsible individual: Fiona Rees

Registered manager: Harlie Sayer

Inspector

Chanel Bryant, Social Care Inspector

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