

SC065855

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home provides care for up to three young people who have social and emotional difficulties. The home is privately owned. The manager has completed the level 5 diploma in leadership and management.

Inspection dates: 8 to 9 January 2019

Overall experiences and progress of children and young people, taking into account **good**

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

The effectiveness of leaders and managers **good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 8 May 2017

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
08/05/2017	Full	Good
02/02/2017	Interim	Sustained effectiveness
24/08/2016	Full	Good
29/01/2016	Interim	Sustained effectiveness

What does the children's home need to do to improve?

Statutory requirements

This section sets out the actions that the registered person must take to meet the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'. The registered person must comply within the given timescales.

Requirement	Due date
The leadership and management standard requires the registered person to use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13(2)(h))	06/02/2019
The registered person must ensure that any limitation placed on a child's privacy or access to any area of the home's premises is necessary and proportionate, is kept under review and, if necessary, revised; and allows children as much freedom as is possible when balanced against the need to protect them and keep them safe. (Regulation 21(c)(ii)(iii)(iv))	06/02/2019

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, committed and caring staff have supported young people to continue to make good progress.

Staff work hard to overcome barriers to young people accessing education. When young people resist engaging with education, staff work tirelessly to make sure that young people have a structured daily routine which supports their learning until matters are resolved.

Staff closely monitor young people's health. Staff follow clear guidance to help them to be well informed on how to manage young people's health conditions.

Staff actively support young people to develop age-appropriate self-care skills. Consequently, young people become increasingly independent. Senior members of staff ensure that arrangements for personal care promote young people's privacy and dignity.

Staff work hard to keep a homely, clean and person-centred environment for young people. This includes personalising young people's bedrooms with items of their choice and their chosen colour scheme for the walls.

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

Daily handovers and regularly reviewed risk assessments mean that staff are alert to young people's needs and have current information about strategies to reduce risk.

The use of bedroom alarms has been reinstated without the undertaking of sufficient individualised risk assessment regarding the necessity of these alarms. This means that young people are at risk of unnecessary restrictions in the home.

Staff hold regular key-worker sessions with young people. These sessions are of a high standard and focus on the young person's specific needs. Staff cover sensitive topics about healthy relationships. This support means that young people make safer choices and are protected from becoming involved in negative or exploitative relationships. However, the manager's systems of monitoring and review have failed to recognise that there are limited key-work sessions recorded for one young person in the last month.

Some young people do go missing from the home. When this happens, staff respond swiftly and appropriately.

Safe recruitment practice ensures that anyone employed in the home is safe to work with young people.

Leaders adequately review the suitability of the location of the home. This provides staff with clear information to support them in protecting young people from harm in the community.

Staff ensure that young people live in a physically safe environment. They undertake regular health and safety checks and make sure that equipment is regularly serviced. Staff ensure that young people take part in fire evacuation drills, so they understand what to do in the event of a fire or other emergency.

The effectiveness of leaders and managers: good

The registered manager and staff are motivated and enthusiastic about their work. Staff are complimentary about the support that they receive from the registered manager.

Staff consistently have good-quality supervision, which focuses on the needs of young people. This means that there are opportunities to reflect and learn from staff members' current practice.

The registered manager encourages a culture of reflection on practice. For example, a staff member told the inspector, 'I feel that supervision has helped me understand more how I can reflect upon my practice. Supervision is a platform for me to obtain feedback on my performance and share ideas.'

There have been some minor staff changes since the last inspection. Despite these changes, remaining staff have ensured that young people continue to have continuity of care.

Staff benefit from a varied programme of training and have completed courses in understanding autistic spectrum disorder and supporting young people with allergies.

The registered manager has raised his concerns regarding one young person's contact arrangements with the local authority. This has brought about change and now means

that the young person has a clear contact plan in place.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and 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 whom it is trying to help, protect and look after.

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: Cambian Childcare Limited, 4th Floor, Waterfront
Manbre Wharf, Manbre Road, Hammersmith, London W6 9RH

Responsible individual: Michael Ore

Registered manager: Shane McCarthy

Inspector

Lisa Walsh, social care inspector

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