

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 three young people up to the age of 18, who have social and/or emotional difficulties. The home is privately owned.

The manager has completed the level 5 diploma in leadership and management and has submitted her application for the registered manager's post.

Inspection dates: 27 to 28 January 2020

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 January 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
08/01/2019	Full	Good
08/05/2017	Full	Good
02/02/2017	Interim	Sustained effectiveness
24/08/2016	Full	Good

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, 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
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. Regulation 25 (1)(a)	28/02/2020
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— use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b)(2)(h))	28/02/2020

Inspection judgements

Overall experiences and progress of children and young people: good

Young people live in a warm and nurturing environment. The home is welcoming and has been furnished and decorated to meet the needs of the young people. One young person who has been living in the home for some time, told the he was 'happy living there [home]'.

Young people take pride in and care of their bedrooms. These are personalised and well maintained.

Some young people have made good progress from their starting points. Staff are quick at forming positive relationships with the young people. As a result, young people quickly learn how to make the right choices.

Staff know the young people well and have a good knowledge and understanding of their needs and difficulties. This enables staff to provide specific care to the young people. This gives young people a sense of security and positive self-esteem.

Young people have good school attendance and have a positive learning experience. Staff encourage young people to succeed in their education and ensure that their achievements, no matter how small, are celebrated. The manager and staff escalate concerns to the relevant professionals when young people are not in school. Staff liaise with teachers, social workers and senior management to ensure that the impact of school absence on young people's learning and development is minimal. As a result, young people's educational needs are promoted well.

Staff support young people to maintain a healthy lifestyle and improve their well-being. Young people attend all routine and specialist medical health appointments. For example, the manager and staff supported one young person by escalating their concerns in order that a specialist assessment of the young person's needs was provided.

Young people are encouraged to participate in a wide range of leisure and recreational activities. For example, when one young person showed a keen interest in boxing, staff purchased a punch bag and gym equipment for him.

Staff support young people to stay in touch with people who are important to them. As a result, young people maintain a sense of identity and belonging with their families.

The registered manager maintains positive working relationships with other professionals. One young person's children's guardian told the inspector, that 'staff provide regular updates about [young person] progress and this has been very helpful'.

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

Staff ensure that young people have individualised risk assessments that reflect their vulnerabilities. These documents help the staff to identify young people's individual needs and the measures needed to keep them safe in the home and out in the community.

The manager ensures that safeguarding concerns are escalated in accordance with safeguarding policies.

When young people go missing from the home, staff are quick to respond and work closely with the police and social workers. Staff are quick to escalate concerns with young people's placing authorities to ensure that they are offered a return home interview as soon as possible.

Staff support young people to have a good understanding of risk. For example, staff carry out bespoke key-work sessions to help young people to understand about the risks that they can be exposed to when going online or when they go missing from care.

The manager has not taken adequate steps to address the recommendations raised by the fire safety officer. This omission has the potential to compromise young people's welfare.

The effectiveness of leaders and managers: good

The manager is enthusiastic and passionate about the young people.

The manager works closely with families and professionals and feedback is positive. This partnership means that young people receive continuity of care and results in young people feeling safe and secure, knowing that everyone is working to their best interests.

Staff receive a wide range of training. This has recently included training to improve the staff's understanding of radicalisation and adverse childhood experiences. This provides staff with additional knowledge and skills on how to keep young people safe.

The manager maintains oversight of the home, using a range of review and monitoring systems. However, the manager has not always asked additional questions to help her and her staff to better understand the reasons why young people have sometimes needed to move out of the home sooner than anticipated. This represents a missed opportunity to show how learning helps to inform practice.

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: Metropolitan House, 3 Darkes Road, Potters Bar EN6 1AG

Responsible individual: Sorrelle Fern

Registered manager: Post vacant

Inspector

Patrick McIntosh, social care inspector

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