

Children's homes – Interim inspection

Inspection date	15/02/2017
Unique reference number	SC066393
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	Cambian Childcare Ltd
Registered provider address	4th Floor, Waterfront, Hammersmith Embankment, London W6 9RU

Responsible individual	Sharon Edney
Registered manager	Balbir Bains
Inspector	Lisa Walsh

Inspection date	15/02/2017
Previous inspection judgement	Requires improvement
Enforcement action since last inspection	None
This inspection	
The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection This home was judged requires improvement at the last full inspection. At this interim inspection Ofsted judges that it has sustained effectiveness. The registered manager is currently on sick leave. An interim manager has been appointed to manage the day-to-day running of the home in her absence. The interim manager has been in post two weeks. The registered manager, the interim manager and staff have worked hard to make recent improvements in the home. There were five requirements and two recommendations raised at the last inspection. Of these, three requirements and both recommendations have been met. Since the last inspection, one young person has left the home. There has been continued outreach work for one young person who has moved on. This support has enabled them to successfully transition into independence. Through collaborative working, all young people have achieved increased educational attendance, which has in turn improved their attainment. Staff offer incentives to encourage educational attendance. For example, if education is completed, the opportunity to obtain a reward is given. This motivates young people to participate and has had positive outcomes for some young people who have recently sat their exams. Young people are actively engaged with regular key work sessions and young people's meetings. Young people understand how decisions are made and the degree to which they are able to influence them. Complaints are rare and when raised are swiftly examined and young people receive responses, highlighting that their views are important within the home. This enhances their day-to-day experience of living in the home. All young people engage in key work. All sessions have a clear focus on a young person's specific needs, including, when required, sensitive discussions about healthy relationships and sexual health. Due to their strong relationships with staff, young people have felt able to share worries and concerns with staff they trust and respect. This means that young people are supported to make safer choices and are protected from becoming involved in negative or exploitative relationships. One young person told the inspector that they are happy at the home and that they feel	

the home is 'amazing'. Young people feel well cared for and listened to, and appreciate that staff want to help them.

Behaviour management systems are well known by the young people. Incidents of restraint are not necessary.

Young people's self-esteem and confidence are promoted through a wide range of varied and focused activities. Activities are planned and enjoyable, but also facilitated with purpose. Staff support young people to develop social skills and relationships, and to enjoy healthy living. Good quality daily experiences help young people to make progress.

The interim manager actively challenges other agencies when necessary to obtain the best outcomes for young people. Since the last inspection staff have worked collaboratively to manage risk. Some young people have been missing from the home since the last inspection. During these occasions staff assess the risks well. Staff respond well to all missing incidents and work very effectively and creatively with other agencies. Young people are now consistently offered return interviews after they have been missing. This enhances the opportunity to incorporate any relevant information into future risk management plans.

During a recent safeguarding notification, staff shared information with professionals in a timely manner. Staff followed safeguarding procedures that are in place to help keep young people safe. Young people's files now hold all the required documentation about their care. Systems of recording and risk assessments are currently under review by the interim manager to ensure that incident records always provide sufficient evidence to enable understanding of the risk and needs of each young person.

Staff have worked hard to engage partner agencies to ensure that young people's needs are met. This has included staff accessing multi-agency training and the inclusion of local police intelligence with a revised area risk assessment. This partnership working has supported professional curiosity from staff surrounding adolescent behaviour, in particular gang affiliation.

Further work is required to ensure that risk assessments are sufficiently detailed to reduce young people's risk-taking behaviours. Also, not all staff have received safeguarding training.

A review of recruitment processes has meant that safe recruitment practice is now consistently applied to the whole workforce.

Information about this children's home

The home provides care and accommodation for up to three young people who have emotional and/or behavioural difficulties and /or complex needs. The home is owned by a private provider.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/11/2016	Full	Requires improvement
11/02/2016	Interim	Sustained effectiveness
29/09/2015	Full	Good
26/03/2015	Interim	Improved effectiveness

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

Statutory requirements

This section sets out the actions which must be taken so that the registered person meets 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
12: The protection of children standard In order to meet the protection of children standard the registered person must ensure– 1(a) that staff– (i) 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; (ii) help each child to understand how to keep safe; (iii) have the skills to identify and act upon signs that a child is at risk of harm; (v) understand their roles and responsibilities in relation to protecting children that are assigned to them by the registered person; (vi) take effective action whenever there is a serious concern about a child's welfare; and (vii) are familiar with, and act in accordance with, the home's child protection policies; (b) 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.	29/03/2017
13: The leadership and management standard In order to meet the leadership and management standard the registered person must ensure– (1) that the registered person enables, inspires and leads a culture in relation to the children's home that– (a) helps children aspire to fulfil their potential. (2) In particular, the standard in paragraph (1) requires the registered person to– (a) lead and manage the home in a way that is consistent with the approach and ethos, and that delivers the outcomes set out in	29/03/2017

the home's statement of purpose; (c) ensure that staff have the experience, qualifications and skills to meet the needs of each child; (i) keep up to date with research and developments in relation to the ways in which the needs of children are best met; and (h) use monitoring and review systems to make continual improvements in the quality of care provided in the home.	
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What the inspection judgements mean

At the interim inspection we make a judgement on whether the home has improved in effectiveness, sustained effectiveness or declined in effectiveness since the previous full inspection. This is in line with the 'Inspection of children's homes: framework for inspection'.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference that adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, 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.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service 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'.

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