

SC359818

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is part of a large organisation. It provides care for up to four children.

The manager registered with Ofsted in September 2022.

Three children were living at the home at the time of the inspection.

Inspection dates: 5 and 6 August 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: 13 May 2025

Overall judgement at last inspection: inadequate

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
13/05/2025	Full	Inadequate
19/11/2024	Full	Good
27/02/2024	Full	Good
14/03/2023	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Significant improvements have been made since the last inspection, and these have resulted in children now receiving good-quality care from a committed team of staff. Staff know children well and take time to develop their understanding of their needs. This enables staff to provide children with effective and individualised care.

Children now benefit from a wide range of direct work that enables them to explore and discuss important issues affecting their lives. This work is child focused and helps children develop life skills and build confidence. Evidence of completed work shows how staff support children in making informed choices, contributing positively to their personal development and decision-making.

Children are helped and encouraged to engage with education in a way that suits their individual needs. When barriers to learning arise, staff are proactive in working with education providers and other professionals to find effective solutions.

Staff understand the importance of children's relationships with people who are important to them. Staff actively encourage and arrange time for children to spend with family members, friends and other significant people to ensure that these relationships can be maintained.

The manager and staff work effectively with multi-agency partners to ensure that children's needs are met. This helps ensure that children have access to specialist support when it is needed.

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

Staff now have a clear understanding of their roles and responsibilities in relation to safeguarding and know the appropriate actions to take when concerns arise. They follow comprehensive, up-to-date risk management plans that are regularly reviewed. As a result, the care provided by the team is effective in safeguarding children and has led to a reduction in their risks and vulnerabilities.

Children have individual missing-from-home plans that staff are familiar with and implement effectively. When incidents of children going missing from home occur, staff respond swiftly and appropriately to find them. On their return, children are supported to share their experiences and explore strategies to reduce future risks. As a result of this proactive and reflective approach, there has been a notable reduction in one child's episodes of going missing from home.

Staff are attuned to each child's individual needs and respond by setting appropriate boundaries that promote learning and personal growth. When children feel frustrated, upset or express themselves in harmful ways, staff encourage open dialogue. They use

approaches such as professional curiosity and empathetic responses to help children explore suitable solutions. This has helped ensure that the need for physical intervention is rare. This supportive practice fosters trusting relationships between children and the staff who care for them.

All children now experience clear and consistent boundaries, which are embedded within daily routines. This creates a structured environment that supports children's emotional well-being and a strong sense of security. These routines help children understand expectations, build trust in their carers, and develop the stability needed for personal growth and resilience. This has been particularly beneficial for one child who had previously struggled to experience stability before moving into the home.

The effectiveness of leaders and managers: good

The manager speaks about the children with warmth and enthusiasm, reflecting a genuine commitment to their well-being. He has overseen clear improvements in children's care and how effectively they are safeguarded since the last inspection. Both managers and staff advocate effectively for children across all areas of their lives, including education and care planning. This ensures that children's voices are heard and their needs are prioritised.

Staff report feeling well supported by the management team, particularly through recent work to improve children's care. Staff are positive about working at the home. They highlight consistent leadership and a shared commitment across the team to providing good-quality care for children.

Team meetings are well attended, and staff value their importance. They provide staff with opportunities to discuss children at length and reflect on their care. This helps staff to think about how best to support children and make improvements to their practice.

Staff receive regular supervision sessions that are reflective and focused on the needs of children. Managers support staff to consider the quality of care provided and offer opportunities to review their own practice and identify any additional support required. However, supervision records are not consistently stored on staff files, which may limit staff's ability to revisit discussions and reflect on their practice over time.

Staff are provided with a good range of training. The manager and staff complete training to ensure that they have the skills to support children's individual needs. Training includes safeguarding, first aid, mental health awareness and child exploitation. In addition, the induction for new staff is robust and thorough, helping to ensure that they are supported to gain the skills needed for their roles.

Leaders and managers have improved their systems for the monitoring and oversight of children's care. These systems highlight positive practice effectively and support the manager to identify any shortfalls and drive improvements.

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

Recommendation

- The registered person should ensure that a record of supervision is kept for staff, including the manager. The record should provide evidence that supervision is being delivered in line with regulation. It is good practice for a note of the content and/or outcomes of supervision sessions to be kept and to ensure that both the person giving the supervision and staff member have a copy of the record. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.3)

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: SC359818

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:

Registered manager: Olawale Oladokun

Inspector

Kate Savage, Social Care Inspector

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