

SC359818

Registered provider: Cambian Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is part of a large organisation that provides care services. The home provides care for up to four children. It is situated in a busy, multicultural and ethnically diverse suburb.

The manager registered with Ofsted in September 2022.

Inspection dates: 14 and 15 March 2023

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: 26 May 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/05/2021	Full	Good
21/02/2020	Interim	Sustained effectiveness
09/12/2019	Full	Requires improvement to be good
13/03/2019	Interim	Sustained effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

There are three children currently living in the home. One of these children has lived in the home for nearly two years. The other children have lived in the home for a few months. Since the last inspection, one child has moved out of the home.

The home is warm and welcoming and has a family atmosphere. Children's belongings fill the home. Books and games are easily accessible and soft furnishings help to create a nurturing environment. Children personalise their bedrooms, and this allows them to have a sense of pride in their home and promotes their well-being.

Children receive high-quality care that makes them feel valued and secure. Every child has made significant and meaningful progress from their starting points. Children have built strong relationships with the staff who care for them. Relationships between staff and children are warm, affectionate and loving. Staff are continually curious about, and reflect on, how they can help children grow in all areas of their development. This helps children to build trust and to feel safe and relaxed in their surroundings.

The manager ensures that staff are skilled and equipped to meet all children's needs. This enables the staff to prepare and support children well, so that their moves into and out of the home are smooth and successful. One child successfully moved out of the home to live independently. While living in the home, staff helped them develop essential life skills, which supported their transition. The child told the inspector, 'They were my biggest supporters; they were always there in my corner. Even now I have left, I can still go to them and know they will be there for me. I am due to start college soon and have a job. I wouldn't be where I am now without their support and guidance.'

The staff team successfully helps children to develop and maintain relationships with their family and friends. Staff support and enable families to rebuild relationships. Families appreciate this level of support, and one parent said, 'They are just perfect in everything they do. They keep me involved in my child's life and offer support when things have been tough.'

Education is promoted and supported well. The staff work with education providers effectively and promote children's engagement with school. Staff know how well schools should meet children's needs, and act if they are concerned that they are not doing so. This results in children having the best educational provision for their needs and support for them to achieve.

The staff place great emphasis on children making memories and having shared experiences that they can cherish and keep forever. This is evident in the home through a vast range of photos and memory books. The staff have been hugely

creative in providing a wide range of activities, holidays and projects. For example, staff and children raised money for the local mental health hospital and cancer research by hosting a cake sale. They also enjoyed participating in the shoebox appeal to support those in Ukraine. This has given children the opportunity to create links in the community and to develop their social skills and empathy towards others.

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

Children's risk assessments are detailed and clear. Staff are directed in how to manage and mitigate the risks identified for each child. Observations show that staff are highly skilled in diversion, distraction and de-escalation, which demonstrates that the strategies identified are being used and are effective.

Due to the positive relationships enjoyed between the children and staff, the use of physical intervention is rare. When restraints are used, these are as a last resort and are necessary and proportionate. Staff hold clear and supportive debriefs with the children to give them space to reflect and learn from these incidents.

Staff have the skills and knowledge to keep children safe. Children do not go missing from the home. Concerns about children who have previously gone missing from care have reduced, and there have been no missing incidents while they have lived at the home. There are clear risk assessments for if a child were to go missing from home, which give the staff clear direction on how to respond and manage this risk.

Staff educate children about risk. Children take part in key-work sessions and engage in meetings where safeguarding scenarios are discussed to address identified risks and raise their awareness about topics of concern. This direct work includes online safety, exploitation and grooming. This positive work enhances children's knowledge of risk and allows them to take the lead in their learning.

Staff and children have positive and caring relationships with each other, and children feel able and know how to make a complaint. Managers and staff listen to children's views. As a result, children feel listened to and valued. Managers and staff place a high priority on keeping children safe. They work in partnership with placing authorities to protect children and promote their safety. The effectiveness of these relationships helps children to feel safe and secure. Staff are aware of their safeguarding responsibilities, and they have a good knowledge of whistle-blowing procedures.

The effectiveness of leaders and managers: good

The manager is experienced and holds some relevant qualifications for this role. He is currently completing the level 5 diploma in Leadership and Management for Residential Childcare. He is passionate, child-focused and children are at the centre of everything he does.

The manager has high expectations and aspirations for children. The staff share the manager's vision, which is demonstrated through the culture and ethos of the home. This ensures that children receive good-quality care from a dedicated and ambitious team of staff.

Experienced staff speak positively about the changes that the manager has made. The manager is well regarded and is nurturing towards the team, which creates an environment where staff feel well supported.

Managers' monitoring systems are embedded into practice, which ensures that they have a good oversight of the home and take action to address issues as they arise. Oversight of the home is effective. They therefore have a good understanding of how well this home is supporting children and the extent to which the aims for each child have been achieved.

Staff are provided with a wide range of training that informs their practice and meets children's individual and diverse needs. Team meetings, supervision sessions and clinical consultations take place monthly and are used as a place for reflection and learning. Important issues are tracked and discussed, and children are at the centre of all practice.

The manager has established strong connections with partner agencies. Professionals are positive about the communication with the team and about the care provided for children.

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 Ltd

Registered provider address: Caretech Estates Ltd, Metropolitan House, 3
Darkes Lane, Potters Bar EN6 1AG

Responsible individual: Jolanda Brookes

Registered manager: Olawale Oladokun

Inspector

Marianne Grandfield, Social Care Inspector

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