

SC359818

Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

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

The statement of purpose indicates that staff provide young people with structure, boundaries, care and support, and that staff help young people to prepare for the next step in their lives, whether it is a return home, a move to another placement or the transition to independence.

The home has had no registered manager since 10 January 2019. A manager has been appointed who has yet to apply to register with Ofsted.

Inspection date: 28 May 2019

This monitoring visit

This home was judged requires improvement to be good at the last full inspection. At the last interim inspection, it was judged that it had sustained effectiveness.

On 25 April 2019, Ofsted undertook a monitoring inspection in response to a serious incident that had occurred involving a young person at the home. Inspectors identified serious shortfalls in safeguarding, behaviour management, and monitoring and reviewing the home. Ofsted served a suspension notice and issued a compliance notice.

This monitoring inspection was conducted to assess the progress made by the provider in addressing the previously identified shortfalls.

The manager and staff have met the compliance notice issued at the last monitoring inspection. Staff have now received training in behaviour management, which will help them to be able to manage young people's risk-taking behaviours safely.

However, serious shortfalls remain. The manager and staff have failed to address most of the shortfalls identified at the last interim inspection, despite having

opportunities to do so when young people lived at the home. For example, when young people went missing from the home, return home interviews were not completed consistently. Staff and the manager have not reflected on this to evidence any learning to improve practice.

Restraint records remain poor and, again, the manager has not reviewed the records to identify shortfalls in staff practice and address these shortfalls with staff to improve their recording in the future. As a result, it is unclear what learning has occurred and whether practice is likely to improve.

The manager could not evidence that young people had been consulted when their care plans were formulated. Furthermore, records of young people's meetings do not contain evidence of management oversight to show that the manager and staff act on young people's requests. This has not enabled young people to be fully involved in their day-to-day care and running of the home. This has not helped young people to feel valued and respected.

Staff and the manager have failed to educate young people about healthy eating and risks related to smoking and substance misuse. This has not enabled young people to learn the importance of living a healthy lifestyle.

Young people's school attendance and engagement remained poor when they lived at the home. Staff did not do any work with young people to understand barriers to education. This has not demonstrated learning from inspection and it has not helped young people to make measurable progress with their learning.

The manager and staff have not effectively supported young people to gain independence skills, to prepare them for transitions into adult placements. This can make it difficult for young people to settle in their new placements.

The home's sanctions book states that there have only been two sanctions given to young people, despite Ofsted notifications showing that there have been more incidents involving challenging behaviour. Staff have not helped young people to learn from incidents that happened and to improve their behaviour.

The manager does not adequately monitor the home's effectiveness. In addition, oversight of the manager has been poor. Consequently, the quality of care given to young people is unlikely to improve. The manager failed to implement the action plan she submitted to Ofsted to meet the requirements raised at the interim inspection.

The manager has not submitted a completed application to become the registered manager of the home, despite being in post since January 2019.

The suspension notice remains in place and Ofsted will carry out a further monitoring visit in due course.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
13/03/2019	Interim	Sustained effectiveness
09/05/2018	Full	Requires improvement to be good
02/01/2018	Full	Requires improvement to be good
07/09/2017	Full	Inadequate

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
The quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— help each child to develop resilience and skills that prepare the child to return home, to live in a new placement or to live independently as an adult. (Regulation 6 (1)(a)(b)(2)(vi))	28/06/2019
The children's views, wishes and feelings standard is that children receive care from staff who— develop positive relationships with them; engage with them; and take their views, wishes and feelings into account in relation to matters affecting the children's care and welfare and their lives. (Regulation 7 (1)(a)(b)(c))	28/06/2019
The education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. In particular, the standard in paragraph (1) requires the registered person to ensure that staff understand the barriers to learning that each child may face and take appropriate action to help the child to overcome any such barriers. (Regulation 8 (1)(2)(a)(iii))	28/06/2019
The health and well-being standard is that— the health and well-being needs of children are met;	28/06/2019

children receive advice, services and support in relation to their health and well-being; and children are helped to lead healthy lifestyles. (Regulation 10 (1)(a)(b)(c))	
The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on an understanding about acceptable behaviour. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— help each child to develop socially aware behaviour; encourage each child to take responsibility for the child's behaviour, in accordance with the child's age and understanding; communicate to each child expectations about the child's behaviour and ensure that the child understands those expectations in accordance with the child's age and understanding. (Regulation 11 (1)(b)(2)(a)(ii)(iii)(v))	28/06/2019
The protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— 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. (Regulation 12 (1)(2)(a)(i))	28/06/2019
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— understand the impact that the quality of care provided in	28/06/2019

the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home;	
use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b)(2)(f)(h))	
The registered person must ensure that— within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")— has spoken to the user about the measure. (Regulation 35 (3)(b)(i))	28/06/2019

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: SC359818

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 4th Floor, Waterfront, Manbre Wharf, Manbre Road, Hammersmith, London W6 9RU

Responsible individual: Faye Harvey

Registered manager: Post vacant

Inspector

Rumbi Mangoma, social care inspector

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