

SC359846

Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private company. It is registered for five young people. The home provides care for young people who have been through adverse childhood experiences that have led to associated trauma and presenting complex behaviours. The home does not have a registered manager. However, a manager has been appointed who is in the process of applying to be registered with Ofsted.

Inspection date: 15 July 2019

This monitoring visit

This children's home was judged inadequate at the full inspection on 1 and 2 May 2019. Serious safeguarding failings were identified by the inspector. A compliance notice was issued under leadership and management.

On 3 June 2019, Ofsted undertook a monitoring visit. The inspector found that staff and the manager had not met the compliance notice issued at the last full inspection. The inspector identified that there were escalating and 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 failed to meet the compliance notice issued at the last monitoring visit and eight of the nine requirements set at the last full inspection. Consequently, the suspension notice remains in place.

Although staff have received training in behaviour management, health awareness, record keeping, medication training, safeguarding level 1 and child sexual exploitation, some training is still outstanding. For example, staff have not completed training in risk assessments, restorative practice, missing from care,

education for looked after children, key working, reviewing the organisation's medication policy and the reasons and importance of updating children's care plans.

Staff and the manager failed to reflect on serious safeguarding incidents that occurred at the home, to evidence any learning and subsequently improve practice. As a result, the provider cannot evidence that staff now clearly understand their roles and responsibilities in meeting young people's needs and keeping them safe.

The leadership and management of the home remain poor and ineffective and are not leading to improvement in the quality of care provided to young people. The general maintenance and upkeep of the home needs improving to provide young people with a warm, welcoming and nurturing home environment. No staff members received any formal supervisions in June 2019, despite managers knowing that the staff's morale has been low, and that they are feeling unsupported by managers. However, the newly appointed manager, who has been in post for three weeks, was involved in the monitoring visit and is now fully aware of all the shortfalls. He is keen to work effectively with staff and address areas of development to improve practice.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/05/2019	Full	Inadequate
07/02/2019	Interim	Declined in effectiveness
17/04/2018	Full	Requires improvement to be good
14/02/2018	Interim	Declined in effectiveness

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 education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. (Regulation 8 (1))	19/08/2019
The health and well-being standard is that— the health and well-being needs of children are met. In particular, the standard in paragraph (1) requires the registered person to ensure— that each child has access to such dental, medical, nursing, psychiatric and psychological advice, treatment and other services as the child may require. (Regulation 10(1)(2)(c))	19/08/2019
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))	19/08/2019
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—	19/08/2019

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; help each child to understand how to keep safe; that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child’s health. (Regulation 12 (1)(2)(a)(i)(ii)(d))	
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— ensure that staff have the experience, qualifications and skills to meet the needs of each child; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b)(2)(c)(h))*	19/08/2019
The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received into the children’s home. In particular the registered person must ensure that— medicine which is prescribed for a child is administered as prescribed to the child for whom it is prescribed and to no other child; and a record is kept of the administration of medicine to each child. (Regulation 23 (1)(2)(b)(c))	19/08/2019
The registered person must recruit staff using recruitment procedures that are designed to ensure children’s safety. The registered person may only—	19/08/2019

employ an individual to work at the children's home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3). The requirements are that— the individual has the appropriate experience, qualifications and skills for the work that the individual is to perform; full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained— the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma"); or a qualification which the registered person considers to be equivalent to the Level 3 Diploma. (Regulation 32 (2)(a)(b)(3)(d)(4)(a)(b))	
The registered person must ensure that all employees— receive practice-related supervision by a person with appropriate experience; and have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(b)(c))	19/08/2019
The registered person must maintain records ("case records") for each child which are kept up to date. (Regulation 36 (1)(b))	19/08/2019

*These requirements are subject to a compliance notice.

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: SC359846

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Jolanda Brookes

Registered manager: Post vacant

Inspector

Rumbi Mangoma, social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
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E: enquiries@ofsted.gov.uk
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