

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 four 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 manager has relevant experience and is registered with Ofsted.

Inspection date: 20 March 2019

This monitoring visit

This monitoring visit took place to review the progress made in addressing the shortfalls identified at the last inspection on 7 February 2019. Following the inspection, Ofsted issued three compliance notices regarding leadership and management and education.

Since the last inspection, one young person has moved out of the home and no further young people have been admitted.

Since the last inspection, one young person has been excluded from school. However, managers have been too slow to establish the length of the exclusion and the date on which he can return to school. His education plan does not include the work that staff need to carry out to address his emotional stability that is key to his being able to return to school. Another young person has chosen to leave his college placement to seek a vocational course. Staff are supporting him to find an alternative course, but his education plan does not identify when it is expected that he can return to education. The ongoing shortfalls in promoting young people's education needs have resulted in one compliance notice not being met.

There has been progress in improving the quality of care provided to young people. Young people expressed that they have been listened to and their needs met. New managerial monitoring systems have been introduced. These now need to be

embedded into practice. These systems enable managers to make improvements in the quality of care in the home. Incidents and physical interventions are now reviewed in a timely manner. Some staff have begun to receive training to improve their awareness in supporting young people who have a history of self-harming and 'playfulness, acceptance, curiosity and empathy [PACE]' training. Bank staff have now been enrolled on the level 3 diploma in residential childcare. However, their training plans do not track their progress and expected timescales for completing the qualification.

Plans are in place to provide young people with clear routines and activities. Managers review risk assessments, which are detailed and provide staff with the relevant information about each young person's risks, triggers and the strategies to manage behaviour and reduce risk.

Managers have still not ensured that there is clear recorded evidence to show that young people receive feedback on the outcome of any complaints they have made. Sanctions are still not restorative in nature to help young people to recognise the impact that their behaviour can have on themselves and others.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/02/2019	Interim	Declined in effectiveness
17/04/2018	Full	Requires improvement to be good
14/02/2018	Interim	Declined in effectiveness
23/08/2017	Full	Requires improvement to be good

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. In particular, the standard in paragraph (1) requires the registered person to ensure that staff help a child who is excluded from school, or who is of compulsory school age but not attending school, to access educational and training support throughout the period of exclusion or non-attendance and to return to school as soon as possible. (Regulation 8(1)(2)(a)(viii))*	30/04/2019
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— 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)) This is with particular reference to ensuring that all staff receive the self-harm and PACE training.	30/04/2019
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— (a) the Level 3 Diploma for Residential Childcare (England) ('the Level 3 Diploma'); or (b) a qualification which the registered person considers to be equivalent to the Level 3 Diploma. The relevant date is—	30/04/2019

in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home. (Regulation 32(4)(a)(b)(5)(a))	
In particular, ensure that systems are in place so that staff's progress is regularly reviewed so that they complete the required qualification within the required timescales.	
The registered person must ensure that a record is made of any complaint, the action taken in response, and the outcome of any investigation. (Regulation 39(3))	30/04/2019

*These requirements are subject to a compliance notice.

Recommendations

- Ensure that any sanctions used to address poor behaviour are restorative in nature, to help children recognise the impact of their behaviour on themselves, other children, the staff caring for them and the wider community. ('Guide to the children's homes regulations including the quality standards', page 46, paragraph 9.38)

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: Cambian Childcare Limited, 4th Floor, Waterfront Manbre Wharf, Manbre Road, Hammersmith, London, Middlesex W6 9RH

Responsible individual: Jolanda Brookes

Registered manager: Samantha Maullin

Inspector

Louise Whittle, social care inspector

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