

SC359846

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This children's home is operated by a private company. It is registered to provide care and accommodation for up to five children with social and emotional difficulties.

The provider closed the home in March 2020 and reopened in November 2020. During the period of closure, the home was redecorated. Since reopening, the home has had an entirely new staff team.

Due to COVID-19 (coronavirus), at the request of the Secretary of State, we suspended all routine inspections of social care providers on 17 March 2020.

Inspection dates: 22 to 23 June 2021

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: 9 January 2020

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/01/2020	Full	Requires improvement to be good
01/05/2019	Full	Inadequate
07/02/2019	Interim	Declined in effectiveness
17/04/2018	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of the inspection, two children are living in the home. Both children moved into the home shortly after it reopened in November 2020.

Despite the impact caused by COVID-19 pandemic, both children have received good inductions into the home. The children were able to meet the managers using video technology. This included a virtual tour of the home. This enabled the children to make informed decisions about moving in.

Managers have matched the children in the home well. Both children told the inspector that they get on well together. One child described the other child as their 'best friend'.

Staff treat children with dignity, respect and are sensitive to their individual needs. Consequently, children feel supported and well cared for.

Children are making good progress at school. Staff are proud of the children's achievements and support their educational progress and future ambitions. One headteacher commented that the staff are professional and invest in children's education. Consequently, children are happy to attend school and are proud of their achievements.

Staff support children to understand their journey and give them praise for their accomplishments. Both children understand their starting points and how much progress they have made.

Staff support children to see their families. One social worker commented that the staff are 'very flexible... despite the huge distance' they travel to ensure that a child can see her family.

Children engage in a range of activities. Staff support children to try new things such as paddle boarding, going to the beach, hill walking and visiting theme parks. As a result, both children are developing positive memories.

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

Staff understand children's individual needs, behaviours and risks. Detailed risk assessments help the staff to be proactive in keeping children safe. Incidents of self-harm have decreased dramatically, and children do not go missing from home or get involved in using illegal substances.

Staff know children's behaviours well, and consequently use techniques to avoid children's behaviours escalating. Children comment that staff are good at supporting them when they feel unhappy and help them to manage their mental health.

Children told the inspector that they feel safe in the home and can talk to staff when they are worried.

Staff support children with their independence skills at a pace that suits their needs and considers their anxieties. As a result, children are learning to cook, wash their clothes and keep their bedrooms tidy. These activities give children a sense of achievement.

Staff who are recruited to work in the home are subject to all the appropriate checks. This helps to ensure that staff who work at the home are safe to do so.

Staff do not always check that children are safe from avoidable hazards, such as broken plug sockets. This has the potential to cause harm to children and staff. The manager has ensured that the plug sockets are now replaced.

The effectiveness of leaders and managers: good

Since the last inspection, there is a new registered manager and a new staff team. The registered manager has worked hard to make significant changes since the last inspection. He is passionate about the care and experiences children receive and has recruited a workforce to support his vision.

The team is motivated to give children positive experiences and supports them to meet their full potential in all aspects of their lives. This is evidenced in the progress children have made physically, socially, emotionally and educationally.

Staff receive inductions and training to support them to care for children. They benefit from regular supervision. These regular 1-2-1 meetings enable them to reflect on their practice and children's progress.

Professionals, including social workers, headteachers, mental health practitioners and police, speak positively about the staff and children's progress.

Staff encourage children to share their views and wishes. Children have been consulted on the home decor, including how they want their own bedroom decorated. Staff proudly display photographs of the children enjoying activities together. This instils a sense of belonging and pride for both children.

Managers and staff promote and support equality and diversity. There is a diverse staff team that has supported one child to understand different ethnicities and cultures and how to use appropriate non-offensive language. Staff have taught children about international women's day, cultural celebrations, and food. Staff are actively involving the children in Pride celebrations. As a result, children have a greater understanding of other people and the wider world.

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 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 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)(d)) This specifically relates to electrical plug sockets being in good working order and without damage.	5 August 2021

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: SC359846

Provision sub-type: Childrens home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Jolanda Brookes

Registered manager: Nicholas Morrall

Inspector

Jodie Lewis, Social Care Inspector

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