

SC359846

Registered provider: Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home is registered to provide care for up to five children who have faced adverse childhood experiences.

This home was registered in September 2019.

The registered manager post is currently vacant.

Inspection date: 25 July 2023

This monitoring visit

On 5 and 6 June 2023, the home was judged as inadequate at a full inspection. Compliance notices were issued in respect of regulation 12, the protection of children standard and regulation 13, the leadership and management standard.

The purpose of this visit was to review the progress made by the provider in meeting the compliance notices.

At the time of this inspection, one child lived at the home. Since the last inspection, two children have moved out of the home. One child has returned to live with their family. Another child has moved to another children's home.

This inspection found that both compliance notices are met.

Managers have undertaken a comprehensive review of the children's care over the previous six months. This has included a consideration of all incidents, physical interventions and complaints. As part of the review, managers have ensured that matters of concern have been appropriately referred to partner agencies. Following the review, managers formulated an action plan to address the identified shortfalls. The action plan includes work to help raise staff awareness in respect of safeguarding practice, appropriate responses to children's complex behaviour and recording and reporting.

Children's risk assessments are now more detailed and provide clear guidance for staff to follow. There are agreed systems in place for these risk assessments to be reviewed. Regular discussions in team meetings and staff supervision mean that staff have an improved understanding of their responsibilities. Recent incident records demonstrate that staff are now following children's plans.

Managers have taken action to improve the physical condition of the home. Children's bedrooms have been freshly decorated, and arrangements have been made for each bedroom to have new furniture. Staff have recently supported one child to redecorate and move into a new bedroom. The child's bedroom is personalised and decorated to their taste. The child has all of their personal belongings within their bedroom. However, a broken fence and loose stones from an external wall remain. This detracts from the homely environment.

A review of the training and development needs of staff has been undertaken by managers. As a result, each staff member now has an agreed plan in place to address their training and development needs.

The quality of staff supervision has improved. A focus on key areas, including children's plans, safeguarding, children's well-being and quality of care, helps to ensure that staff are equipped to work with the children living in the home.

Managers have improved the systems to risk assess the use of bedroom door alarms. Bedroom door alarms are not currently used within the home.

Managers have updated the missing-from-care policy, and they undertake regular reviews to ensure that staff practice is consistent with this refreshed guidance.

Work is ongoing to address shortfalls identified at the previous inspection in relation to children's views and supporting children to enjoy positive relationships. Consequently, both requirements have been remade.

The previous requirement in respect of meeting children's educational needs was not tested at this inspection and has been repeated.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/06/2023	Full	Inadequate
08/02/2023	Full	Requires improvement to be good
22/06/2021	Full	Good
09/01/2020	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, The 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 with the given timescales.

Requirement	Due date
The children's views, wishes and feelings standard is that children receive care from staff who— take their views, wishes and feelings into account in relation to matters affecting the children's care and welfare and their lives. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff— ascertain and consider each child's views, wishes and feelings, and balance these against what they judge to be in the child's best interests when making decisions about the child's care and welfare; help each child to express views, wishes and feelings; help each child to understand how the child's views, wishes and feelings have been taken into account and give the child reasons for decisions in relation to the child; regularly consult children, and seek their feedback, about the quality of the home's care. (Regulation 7 (1)(c) (2)(a)(i)(ii)(iii)(iv)) This specifically refers to managers and staff ensuring that they support children to express their views and consult with them and provide feedback.	30 August 2023
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—	30 August 2023

that staff— help each child to achieve the child’s education and training targets, as recorded in the child’s relevant plans; support each child’s learning and development, including helping the child to develop independent study skills and, where appropriate, helping the child to complete independent study; understand the barriers to learning that each child may face and take appropriate action to help the child to overcome any such barriers; 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)(i)(ii)(iii)(viii)) This particularly refers to the registered manager and staff ensuring that children are supported to overcome barriers to their learning.	
The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— an understanding about acceptable behaviour; and positive responses to other children and adults. 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; help each child to develop and practise skills to resolve conflicts positively and without harm to anyone;	30 August 2023

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; help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship; de-escalate confrontations with or between children, or potentially violent behaviour by children; understand and communicate to children that bullying is unacceptable; and that each child is encouraged to build and maintain positive relationships with others. (Regulation 11 (1)(b)(c) (2)(a)(ii)(iii)(iv)(v)(vii)(xi)(xii)(b)) This particularly refers to the managers and staff ensuring that they support children to repair fractious relationships between themselves. It also relates to the manager and staff ensuring that children are supported to understand that bullying is unacceptable and helping children to build positive relationships.	
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— ensure that the premises used for the purposes of the home are designed and furnished so as to— meet the needs of each child; and enable each child to participate in the daily life of the home. (Regulation 6 (1)(a)(b) (2)(c)(i)(ii))	30 August 2023

This specifically relates to ensuring that repairs to the fence and wall in the rear garden are undertaken.	
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Recommendation

- The registered person should ensure that staff seek to identify and provide appropriate opportunities for children to develop themselves in accordance with their wishes and feelings. ('Guide to the Children's Homes Regulations, including the quality standards', page 31, paragraph 6.4)

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

Responsible individual: Jolanda Brookes

Registered manager: Post vacant

Inspector

Chanel Bryant, Social Care Inspector

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