

SC405713

Registered provider: Cambian Childcare Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is registered to provide care for up to three children who have social and/or emotional difficulties. It is privately owned and forms part of a large social care company.

Inspection date: 21 February 2020

Date of last inspection: 9 April 2019

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged requires improvement to be good at the last full inspection. At the interim inspection, Ofsted judges that it has improved effectiveness.

There is an experienced manager in place who has applied to Ofsted to become the home's next registered manager. The manager has a level 5 qualification in leadership and management of residential childcare.

The manager is committed to improving the service for the benefit of the children. The recent stability of the team has increased staff morale. The requirements made at the last inspection have all been met. Internal monitoring systems have been strengthened by the reintroduction of monthly audits. This analysis is helping staff to be able to target their care better to reflect children's needs.

Since the last inspection, one child has had a planned move into his own accommodation. Staff liaised well with the child's social worker and have offered the child practical and emotional support during this period of transition.

All children are engaged in appropriate educational activities and are making progress. One child who was not in education is now receiving support from a tutor four days a week while his school placement is finalised.

Staff are skilled at de-escalating children's challenging behaviours and physical intervention has been used on only one occasion since the last inspection. Staff clearly record incidents and managers de-brief children following an incident of physical restraint. This helps the manager to review staff practice and to identify any learning.

Children are listened to and their opinions matter. They have regular, planned meetings with staff when they discuss issues such as how to safely use the internet and how to develop their independence skills.

Children know how to raise a complaint, and managers and staff are quick to respond to any concerns raised. This helps to safeguard children and to reassure them that their concerns are taken seriously.

On the rare occasion that children go missing from the home, staff follow missing from care protocols effectively. Staff use a wide range of methods to contact children and search all known places where the child may have gone. When children return home, staff make sure that they receive a warm welcome.

Managers and staff respond immediately to allegations and involve children's social workers, the local authority designated officer and the police. However, when children have made an allegation, managers have not always remembered to inform

Ofsted. This leaves the regulator without oversight of the service between inspections.

Managers and staff do not always take up all opportunities to record praise for children's positive achievements and acts of kindness. This represents a missed opportunity to formally recognise children's individual achievements.

Children are encouraged to personalise their bedrooms to their own tastes. However, a wall in one child's bedroom has damaged plaster and it has been defaced with writing.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/04/2019	Full	Requires improvement to be good
02/05/2018	Full	Requires improvement to be good
27/02/2018	Interim	Declined in effectiveness
01/08/2017	Full	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 registered person must notify HMCI and each other relevant person without delay if— there is an allegation of abuse against the home or a person working there. (Regulation 40 (4)(c))	29/03/2020

Recommendations

- For children's homes to be nurturing and supportive environments that meet the needs of their children, they will, in most cases, be homely, domestic environments. ('Guide to the children's homes regulations including the quality standards', page 15, paragraph 3.9)
- Equally, staff should understand the system for rewarding and celebrating positive behaviour and recognising where children have managed situations well. ('Guide to the children's homes regulations including the quality standards', page 47, paragraph 9.39)

Information about this inspection

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full 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: SC405713

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Sorrelle Fern

Registered manager: Position Vacant

Inspector

Karen Gillingwater, Social Care Inspector

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