

SC405713

Registered provider: Cambian Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned by a large private provider and provides care for up to three children with social and emotional difficulties.

There is a registered manager in post who is working towards a suitable qualification.

Inspection dates: 23 and 24 July 2024

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: 12 September 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/09/2023	Full	Good
27/04/2022	Full	Good
18/05/2021	Full	Good
21/02/2020	Interim	Improved effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of the inspection, two children were living in the home. Since the last inspection, one child has moved in. The move was well planned, and the registered manager carefully considered the child's needs before they moved in. The child was welcomed into the home and settled quickly.

The children are happy and feel settled living at the home. Children have positive relationships with staff.

The home is comfortable and welcoming, and the registered manager has plans to redecorate the home. However, the children's bedrooms were untidy. This does not promote a homely environment and does not support children to develop skills to live independently, such as tidying up.

Staff promote children's education and support children to complete their homework. As a result, children are making progress. One child achieved qualifications to support their future career aspirations to become a chef. When children achieve awards, these successes are celebrated.

Children are supported to maintain important relationships with family and friends. This helps children feel connected to their family and promotes their identity. Staff support children when they face difficulties in relationships. For one child, this led to them rebuilding their relationship with a family member. This practice ensures that children are helped to overcome difficulties so that important relationships are maintained.

When there are plans for children to progress to live independently, there is good liaison with children's placing authorities to identify next steps. Children have in-house plans to support them to achieve their goals, in line with their local authority care plan.

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

The registered manager and staff know children's behaviours and risks. Children's plans include practical advice staff can follow to support them. As a result, some risks have reduced for children.

Children's plans have been regularly reviewed. However, they have not been updated when new risks emerge. This affects the quality of plans and the support offered to children.

One child has complex health needs, which are well supported by a team of multi-agency professionals. The registered manager and staff regularly communicate with external agencies around these risks, which ensures that the child's needs are consistently met. Staff encourage the child to take an appropriate level of responsibility

as well as supporting them to gain a deeper understanding of their needs and to attend appointments.

Staff help children develop awareness of their risks. They speak to children about risks relating to alcohol and drugs and refer them to agencies who can offer additional support. This practice has led to children gaining a better understanding of these risks and there have been no further incidents of children using alcohol or drugs.

Children are supported when they make allegations. Although they are generally informed about the outcome of investigations, on one occasion a child did not receive this information. This inconsistent practice does not ensure that children always feel heard when they raise a concern.

Safe recruitment practices are in place to ensure that staff working with children are suitable. Any concerns about staff are acted on promptly, and referrals to relevant agencies are made in a timely way.

The effectiveness of leaders and managers: good

There have been changes in the home's management structure. Two managers started at the home but did not register with Ofsted and left the home after a short time. The responsible individual had oversight of the home during this time and these changes did not have a significant impact on the progress and experiences of children.

There is a new manager in post, who is now registered with Ofsted. They have the appropriate skills and knowledge and are child-centred. They have developed a rapport with the children and staff team and are working hard to improve the quality of care that children receive.

Due to changes in the management arrangements for the home, some staff have not received regular supervision and appraisal. Since starting in post, the new manager has ensured that supervisions are held regularly, and that these are of good quality. Staff appraisals have also been scheduled.

The registered manager has formed positive relationships with children's placing authorities. They ensure that they work collaboratively to achieve the outcomes set out in children's care plans. The manager advocates on behalf of children when required.

There are suitable monitoring tools in place to evaluate the home's strengths and weaknesses. The manager makes use of these to monitor the home and improve standards.

Training is delivered to staff, tailored to the needs of children living at the home. Where staff development needs are identified, the registered manager delivers workshops to the team. Specialist training has also been offered. This approach promotes staff development and helps staff to better understand children's needs.

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 within the given timescales.

Requirement	Due date
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— understand and apply the home's statement of purpose; ensure that staff— understand and apply the home's statement of purpose; provide personalised care that meets each child's needs, as recorded in the child's relevant plans, taking account of the child's background; help each child to develop resilience and skills that prepare the child to return home, to live in a new placement or to live independently as an adult; provide to children living in the home the physical necessities they need in order to live there comfortably; 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) (2)(a)(b)(i)(iv)(vi)(vii)(c)(i)(ii))	2 September 2024

The registered manager must ensure that children's bedrooms are tidy, organised and clean, to promote a homely environment for children to live in and equip them with the necessary life skills to live independently.	
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 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; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(a)(i)(v)(b)) The registered manager must ensure that risk assessments for children include all known risks and are regularly reviewed, that risks are continually assessed and that staff know what action to take to promote children's welfare.	2 September 2024

Recommendations

- The registered person should address any allegation of harm or abuse in line with the home's child protection policy. This specifically refers to when children make allegations. The registered manager should ensure that practice is consistent and children are always informed of the outcome of investigations. ('Guide to the Children's Homes Regulations, including the quality standards', page 44, paragraph 9.17)
- The registered person should ensure that all staff have their performance and fitness to carry out their role formally appraised at least once annually. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.5)
- The registered person should have systems in place so that all staff, including the manager, receive supervision of their practice from an appropriately qualified and

experienced professional, which allows them to reflect on their practice and the needs of the children assigned to their care. Staff should receive regular supervision in line with the home's supervision policy. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.2)

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: SC405713

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

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

Responsible individual: Fiona Rees

Registered manager: Daniel Mayer

Inspector

Charlotte Love, Social Care Inspector

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