

SC405713

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is run by a private company and is registered to provide care and accommodation for up to three children who have social and/or emotional difficulties.

The manager has been registered since August 2021.

Inspection dates: 27 and 28 April 2022

Overall experiences and progress of children and young people, taking into account	good
---	-------------

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

The effectiveness of leaders and managers	good
---	------

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 18 May 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/05/2021	Full	Good
21/02/2020	Interim	Improved effectiveness
09/04/2019	Full	Requires improvement to be good
02/05/2018	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

Two children live at the home. Both children have lived at the home for over a year and are settled. No children have moved in or out of the home since the last inspection.

Staff and the manager know the children well and provide them with individualised care which meets their needs. Consequently, children are making good progress in a range of areas, including their emotional well-being and health.

When children's education placements breakdown, staff are proactive and work in partnership with agencies to identify suitable provisions for the children. As a result, children do not experience significant gaps in access to learning.

Children are provided with opportunities to engage in various activities at the home and in the community. They enjoy going to the cinema, going out for meals, celebrating birthdays with friends, swimming, playing volleyball, boxing, playing football and going on holiday. The children socialise with peers and develop good self-esteem and confidence while having lots of fun.

Staff promote children's relationships with people who are important to them. The children enjoy positive family time, and relationships between children's families and staff are positive. Children benefit from staff and families working together.

Staff and the manager are in the process of improving the home environment. The children are involved in personalising their bedrooms, which they enjoy doing.

Children are involved in the day-to-day running of the home through key-work sessions, children's meetings and general conversations with staff. Children feel that staff listen to them, respect them and value them.

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

Staff and the manager are proactive in identifying any potential risks to children, and they put support in place to enable children to keep themselves safe. Children receive good support, and there have not been any incidents of children going missing from home or self-harming.

Behaviour management plans and risk assessments have improved as they now identify all known and potential risks to children. They include clear step-by-step guidance for staff on managing risks. This guidance helps staff to keep the children safe from harm.

Staff respond to children's challenging behaviours in a positive way, and the use of restraint is kept to a minimum. When restraint incidents do occur, they are managed

well. Restorative practice is used by staff and the manager to help children learn from their behaviours and equip them with the skills to make better choices in the future.

Children are more able to regulate their own emotions. As a result, for one child, there has been a reduction in incidents involving verbal and physical aggression.

Safer recruitment is compliant with regulation, and this helps to ensure that children are looked after by suitable adults.

Staff are not consistently undertaking required health and safety checks to ensure that all food is stored in the fridge safely. This lapse has the potential to compromise children's welfare.

The manager did not notify the regulator of a significant incident involving one child. However, the manager and staff ensured that the child promptly received appropriate support and their local authority was notified.

The effectiveness of leaders and managers: good

The manager is clear about the strengths of the home and areas for development. She is committed to ensuring that the staff team delivers good-quality care to children. The manager and staff speak positively of the children they care for. They want children to succeed and ensure that children are provided with clear and consistent boundaries. This supports children's development and progress.

The manager continues to ensure that there is enough staff to meet the children's needs. There have been some changes to staffing, but the manager used familiar staff when cover was needed to provide continuity of care to the children. The manager has now been able to recruit a full staff team and so any shortfalls in sufficiency have been addressed.

The staff are trained and skilled to care for children well. All staff have either attained their level 3 qualification in residential childcare or are enrolled on a relevant course. The manager and staff use team meetings to enhance their knowledge of relevant legislative frameworks and to discuss children's needs and progress. Staff from the organisation's clinical team provide support to staff when significant incidents occur in the children's lives. This promotes the staff's learning and understanding of how to respond to children's needs.

Staff receive regular supervision from the manager. This provides staff with the opportunity to discuss issues and receive consistent feedback on their practice and any areas of development.

The manager has conducted some online research about the local area and updated the location risk assessment to include some known risks. However, she has not consulted partner agencies, and this means that potentially important information about the local area is not known and understood.

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 any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(e))	30/06/2022
The registered person must review the appropriateness and suitability of the location of the premises used for the purposes of the children's home at least once in each calendar year taking into account the requirement in regulation 12 (2)(c) (the protection of children standard). When conducting the review, the registered person must consult, and take into account the views of, each relevant person. (Regulation 46 (1) (2))	30/06/2022

Recommendation

- The registered person should ensure that the children's home complies with relevant health and safety legislations (alarms, food hygiene, etc.). (Guide to the Children's Homes Regulations, including the quality standards, page 15, paragraph 3.9)

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 Limited

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

Responsible individual: Sorrelle Fern

Registered manager: Sanam Mushtaq

Inspector

Rumbi Mangoma, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2022