

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 emotional and/or behavioural difficulties. The home is privately owned and forms part of a large social care company.

Inspection date: 27 February 2018

Judgement at last inspection: good

Date of last inspection: 1 August 2017

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 good at the last full inspection. At the interim inspection, Ofsted judges that it has declined in effectiveness.

The home does not currently have a registered manager. The previous manager is currently on sick leave and resigned her post as registered manager in January 2018. There is an experienced manager in place who plans submit an application to Ofsted to become the registered manager.

Since the last inspection, the home has experienced a period of instability. Six members of staff have left and six new members of staff have joined the home. During the same period, four young people have been admitted to the home and four young people have moved out. Some young people have made successful transitions to independence. However, other young people have had their placements ended on an emergency basis due to external influences, criminalisation and mental health issues.

The registered manager has not consistently ensured that safeguarding processes are followed during incidents. Some records around incidents lack sufficient detail regarding

actions taken. In one incident, there were delays in notifying key partners, such as the emergency duty team, the multi-agency safeguarding hub and Ofsted. This omission left other professionals without key information.

There has been an overall lack of managerial oversight regarding the quality of staff practice around incidents and the capacity of staff to follow safeguarding processes effectively. Staff have not had adequate debriefings after incidents. As a result of these shortfalls, the staff have fewer opportunities to reflect on their practice'

Despite the shortfalls, some young people are making steady progress in respect of their social, emotional and health needs. Staff continue to place a high value on education, and work closely with young people and schools to overcome barriers to engagement. While some young people's school attendance and engagement is good, other young people struggle to engage. Staff are proactive in working with schools to try to provide the support that young people may need in order to re-engage in their learning.

Some young people go missing from home. Staff respond well to all incidents and work closely with other agencies. Strong relationships with the police and local authorities are used in these situations to protect young people from harm.

Young people's health needs are promoted and reviewed. For example, staff ensure that young people have access to child and adolescent mental health services. Staff use the support of clinical services to develop understanding and respond to individual need. This is with specific reference to supporting young people who are at risk of self-harm.

Staff ensure that young people are treated fairly and in an inclusive manner through young people's meetings and an effective complaints process. Young people understand how decisions are made. Key-working sessions have a clear focus on each young person's specific needs, including, when required, covering sensitive topics such as healthy relationships, substance misuse, and sexual health and exploitation.

Staff support young people to develop social skills and relationships, and to enjoy healthy living. Good-quality daily experiences help young people to make progress during their time at the home. Staff encourage young people to prepare for adulthood by acquiring life skills. This includes taking responsibility for personal care, doing their own washing, developing cooking skills and budgeting. These experiences allow young people to increase their self-esteem, confidence and sense of personal identity.

The recently formed leadership team is aware of the concerns raised by Ofsted during the inspection, and is committed to making improvements to ensure that young people live in a safe and caring environment.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/08/2017	Full	Good
23/02/2017	Interim	Not judged

09/01/2017

Interim

Declined in effectiveness

07/03/2016

Interim

Sustained effectiveness

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 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 staff take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child protection policies. (Regulation 12(1)(2)(a)(vi)(vii))	27/03/2018
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that helps children aspire to fulfil their potential and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose. (Regulation 13(1)(a)(b)(2)(a))	27/03/2018
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))	27/03/2018

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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.

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: Cambian Group, 4th Floor, Waterfront Building, Chancellors Road, Hammersmith Embankment, London W6 9RU

Responsible individual: Sorrelle Fern

Registered manager: Post vacant

Inspector

Lisa Walsh, social care inspector

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