

SC454647

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home provides a therapeutic service for up to four children who have experienced and/or are at risk of child sexual exploitation.

The home has an experienced manager who was registered with Ofsted in 2017 and holds a level 5 diploma in leadership and management for residential childcare.

Inspection dates: 10 to 11 September 2019

Overall experiences and progress of children and young people, taking into account **outstanding**

How well children and young people are helped and protected **outstanding**

The effectiveness of leaders and managers **outstanding**

The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 16 May 2018

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/05/2018	Full	Good
22/08/2017	Full	Good
03/05/2017	Full	Inadequate
17/01/2017	Interim	Declined in effectiveness

What does the children's home need to do to improve?

Recommendations

- As set out in Regulations 31–33, the registered person is responsible for maintaining good employment practice. They must ensure that recruitment, supervision and performance management of staff safeguards children and minimises potential risks to them. ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 13.1)

This is with reference to ensuring that staff receive frequent supervision in line with the organisation's policy on supervision.

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children make excellent progress because their day-to-day experiences are consistently positive. They receive personalised care and support from a committed, knowledgeable, skilled and motivated staff team. Consequently, children are happy, healthy, safe from harm, thriving and fulfilling their potential.

Living in this home significantly improves children's life chances. Children enjoy a nurturing and safe environment and get on well with each other. As a result, the home is settled and provides a relaxed family atmosphere where children blossom.

Staff take time to listen and get to know children well. This helps children to form excellent relationships with staff and to develop a sense of belonging. This caring ethos supports children to make outstanding progress in many areas of their lives.

Staff support children to achieve in their education. Children who have not previously attended school now attend. This has been achieved by the staff going that extra mile by bringing in tuition to help children to catch up on their education. This has included helping a child with their mathematics and English. Children are now achieving academic success and have aspirations for their futures.

The manager uses research to inform and improve staff practice. This makes a real difference to the lives of children living in the home. Staff are well trained and have a thorough understanding of the needs of children they care for. Staff are supported by a clinician who offers them guidance about how to work with children and reduce risk.

Children are supported to stay in touch with their families. The manager has provided extra support for one child to reflect that her family's first language is not English. This has resulted in the child being able to strengthen her relationship with her family.

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

The manager ensures that the staff practice is based on a strong safeguarding culture where children are helped to understand how to protect themselves, feel listened to, respected and are confident that their views always matter.

The manager and staff are skilled in identifying risks and triggers that may result in children being harmed. Staff devise risk assessments and behaviour management plans that are effective in safeguarding children. These assessments highlight children's individual risks and provide detailed strategies on how to reduce them. There are very few incidents of children going missing from the home or incidents which require the staff to use physical intervention. Children's risk of child sexual exploitation reduces significantly. Because of the manager's and staff's diligent oversight of safeguarding, children's safety and welfare is well protected.

When children raise a concern, staff take these concerns seriously and ensure that a prompt response is made.

Managers and staff have acted promptly when health concerns regarding a child have become apparent. They have quickly sought the help and advice of health professionals. Consequently, this prompt action has prevented complications or further health problems.

The effectiveness of leaders and managers: outstanding

The manager is a child-focused practitioner who keeps her practice focused on children's experiences. She is ambitious for children and ensures that staff build and sustain positive relationships that enable children to trust adults and to feel able to approach any member of staff for help and support.

The manager uses training and research to improve the practice of herself and her staff. She also ensures that all her staff hold the required qualification in residential childcare. Consequently, children receive excellent care from staff who are well informed about current best practice.

The manager understands the home's strengths and weaknesses and is extremely competent in identifying areas for improvement. Internal monitoring systems focus on outcomes for children. When shortfalls are identified, swift action is taken.

The manager provides staff with excellent support. Although staff receive supervision, the frequency of these meetings is occasionally outside of the organisation's policy. As a result, a few staff members do not receive the right frequency of supervision.

New staff are safely vetted and are supported through a well-established induction process. This enables them to develop essential skills and knowledge so that their practice aligns with the home's aims in helping children to thrive physically, emotionally, educationally, socially and to have their welfare protected.

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.

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: SC454647

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Michael Ore

Registered manager: Sian Thomas Jones

Inspector

Debbie Bond: social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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