

SC456330

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately run home offers care for up to four children who may have experienced neglect, abuse or trauma that has left them vulnerable.

The manager registered with Ofsted in April 2022.

Inspection dates: 3 and 4 August 2022

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: 10 November 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/11/2021	Full	Good
30/10/2019	Interim	Declined in effectiveness
23/05/2019	Full	Good
29/08/2018	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of this inspection, two children were living at the home. Another child had recently moved on. This move was well planned and positive. The staff have maintained a relationship with the child to help her settle into her new home.

The children have positive and trusting relationships with staff. One child talks to the staff about his negative thoughts and feelings. The staff share this information with external professionals and specialist services to ensure that the child receives good-quality care and support.

Staff support the children to attend education. Both children are in full-time education and are progressing well. This helps children to achieve their education potential and develop their social skills.

Staff support the children to spend time with their families. This has helped one child to build a positive relationship with her parent and spend time with her extended family. Another child is spending time with his parents and brother during the summer holidays and he was looking forward to this. As a result, the children's self-esteem has improved and they are retaining their identity.

Staff support the children to take part in activities that they enjoy. One child participates in a cheerleading club and attends tournaments around the country. Another child enjoys going to fairgrounds, playing pool and playing football. This helps the children to increase their confidence and make new friends.

Staff support the children to develop their independence skills, and both children's personal hygiene has improved. The children complete tasks around the home, including using the washing machine and cooking. This helps children develop the skills that they need in adulthood.

The home is warm and welcoming. Staff report maintenance issues swiftly to ensure that repairs are undertaken. Children express their individuality by choosing colours and items for their bedrooms. However, the children's bedrooms are particularly untidy, which does not help them to take pride in their home.

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

Staff are familiar with the home's safeguarding policy and know how to whistle-blow. The staff spoke confidently about the actions they would take and who they would contact should they have any safeguarding concerns.

Staff know the children well and recognise when they are feeling worried or anxious. This helps staff to use suitable strategies to support children to feel safe and make

positive choices. Good relationships and planned strategies have successfully reduced the missing-from-home incidents and the use of physical interventions.

Staff support the children to understand their personal safety well. Staff devise safety plans that support children's well-being and mitigate against risks.

Staff understand the importance of supporting children to take age-appropriate risks. One child uses public transport and spends time with her friends without supervision. Another child is being helped to feel more confident when he is in the community. This helps children to develop their life skills and understand personal safety.

There has been one incident of bullying at the home. The staff supported the children restoratively to help them understand how their behaviours affect one another. This has helped the children to build positive relationships and understand each other.

The children know how to make a complaint and are encouraged to talk to social workers and independent reviewing officers. The children have access to a service to share how they are feeling and report any concerns in confidence.

Risk assessments and care plans are detailed and are reviewed regularly, however, one child's risk assessment and care plan does not include updated information about the time he spends in the community. This does not help new staff to fully understand the children's needs.

There was one allegation made against a staff member, which the child withdrew. Although the manager consulted the child's social worker, the manager did not refer the allegation to the local authority designated officer. This failed to ensure an independent response to the allegation.

The effectiveness of leaders and managers: good

The manager is suitably experienced and qualified. Since the last inspection, a deputy manager has been appointed. The managers work well together and have high expectations for the children and the care they receive. The manager supports staff individually and as a team to ensure that the children's care is consistent and of good quality.

Staff said that they feel supported by the managers and they can go to them for support and advice. Supervisions are regular and provide staff with an opportunity to discuss the needs of the children, their professional development and their personal well-being.

Staff participate in regular team meetings where they can share practice experiences, discuss the running of the home and reflect on the needs of the children. The staff value team meetings and say that these help them to meet the needs of the children consistently.

The manager has embedded a model of care into practice. The staff use this effectively to support the children. The home's mental health practitioner supports the staff to understand the children's individual needs and emotional well-being.

The staff have completed a level 3 diploma or are working towards this. Core training is provided. However, training to understand the individual needs of the children, such as attention deficit hyperactivity disorder, has not been offered.

Monitoring systems provide oversight of the children's needs. The manager completes monthly audits and oversees incidents of children going missing from home and physical restraints effectively. This helps to identify patterns to inform learning. However, reflective oversight of some incidents is not recorded, therefore monitoring the welfare of the children is not always effective.

The statement of purpose has been updated, however, this was not shared with Ofsted. This prevents Ofsted from monitoring the home effectively.

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— keep the statement of purpose under review and, where appropriate, revise it; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (3)(a)(b))	2 September 2022
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))	4 August 2022

Recommendations

- The registered person should provide a nurturing, homely environment. In particular, ensure that the children's bedrooms are clean and tidy. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)
- The registered person should ensure that staff can access appropriate facilities and resources to support their training needs and should understand the key role they play in the training and development of staff in the home. In particular, they should ensure that staff complete training to help them to understand the individual needs of the children. ('Guide to the Children's Homes Regulations, including the quality standards', page 53, paragraph 10.11)
- The registered person should ensure that staff are familiar with the home's policies on record-keeping and understand the importance of careful, objective and clear recording. In particular, they should ensure that the children's care plans and risk assessments are updated and that managers review incidents. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.4)

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: SC456330

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: Michael Coleman

Registered manager: Melissa Marsh

Inspector

Laraine Edmondson, Social Care Inspector

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