

# SC456409

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This privately run children's home provides care for one child who may have social or emotional difficulties.

There was one child living at the home at the time of this inspection.

**Inspection dates: 17 and 18 September 2025**

|                                                                                           |             |
|-------------------------------------------------------------------------------------------|-------------|
| <b>Overall experiences and progress of children and young people,</b> taking into account | <b>good</b> |
|-------------------------------------------------------------------------------------------|-------------|

|                                                             |      |
|-------------------------------------------------------------|------|
| 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:** 3 September 2024

**Overall judgement at last inspection:** outstanding

**Enforcement action since last inspection:** none

## Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|----------------------|
| 03/09/2024      | Full            | Outstanding          |
| 08/11/2023      | Full            | Good                 |
| 01/03/2023      | Full            | Good                 |
| 21/12/2021      | Full            | Outstanding          |

## **Inspection judgements**

### **Overall experiences and progress of children and young people: good**

The child living in the home has lived there for a number of years. The child is cared for by a consistent team of staff who they have strong and trusting relationships with. The quality of care the child receives provides them with a positive experience of residential care.

The child is making good progress in all areas of their life. Staff are effective advocates for education. Close working relationships between school and residential staff help to provide a consistent response to the child and support them to receive education which meets their academic, social and emotional needs.

The child is supported to try new activities and explore new interests. The child is involved in gymnastics and dance classes and has recently won awards for achievements. The child has been on their first holiday with staff and enjoyed this experience. These opportunities open new horizons and build confidence and skills.

The child's health needs are well understood and staff ensure that the child has access to the primary and specialist health care that they need. Staff work closely with health staff to effectively manage the child's epilepsy and keep them safe.

The child's strong sense of family identity is promoted. Staff support the child to spend time with family members where appropriate. When time with family is not meeting the child's emotional needs, staff work with the child's social worker to keep the child safe. This ensures that the child is able to maintain important relationships.

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

Through the quality of the day-to-day care of the child and the strength of the relationships staff have with the child, they address the goals contained within the child's placement plan in a manner which mirrors that of a supportive family. This approach helps the child to make progress in a child-centred and non-stigmatising manner.

The child's care records are comprehensive and provide staff with all the information they need to care for the child in line with their assessed needs. The home's placement plan reflects the local authority plans for the child and demonstrates effective joint working which helps the child to stay safe.

Risk assessments and plans are reviewed regularly and provide staff with positive strategies to use to support the child to manage their feelings and behaviours. As a result, a number of previously identified risks have been successfully addressed and are no longer present.

The child is supported to take age-appropriate risks and develop independence in line with their age, social and emotional needs. Well managed internet safety measures give the child the opportunity to take part in online games and activities with peers while reducing the risk of harm.

Positive behaviour is promoted in the home, and the use of physical intervention is rare. On the two occasions that there have been physical holds of the child since the last inspection these have been proportionate and appropriate to keep the child safe. Written records of these incidents are comprehensive. The registered manager's oversight is evaluative with timely post-incident discussions with the child and staff.

On the one occasion when the child raised an issue about the behaviour of a member of staff there was a swift and appropriate response from the registered manager. The issue of concern was promptly addressed. The child received a detailed written and verbal response. This provides the child with confidence to speak up if they are unhappy, knowing that their views and feelings will be heard and central to decision making.

### **The effectiveness of leaders and managers: good**

Leadership and management of the home is strong. The permanent registered manager is currently on a planned period of absence from the home. During this time, another manager in the organisation has registered with OFSTED to lead the home alongside her existing home.

The registered manager provides effective oversight of practice with the support of a long-standing, skilled and experienced deputy manager. Staff say that the registered manager is a regular and supportive presence in the home. However, the manager does not record her time in the home on the rota. This means that there is a lack of accountability and transparency. This has not impacted on the child or the quality of management oversight.

The home is staffed by a stable and skilled team. Staff receive regular one to one supervision of their practice alongside team meetings. These are used effectively to reflect on the progress of the child and the responsibilities of the staff team.

Staff have access to a range of training which enables them to meet the needs of the child. Management oversight of training across the team ensures that staff complete training as and when required. The workforce development plan in place is not being used as a live document to reflect on the professional development of staff. This is a missed opportunity to evidence the achievements of staff and plans for their future progression.

Leaders and managers use a range of performance management frameworks to evaluate the progress of the child and the wider functioning of the home. The registered manager's quality of care reviews provides clear evaluation of the progress and experience of the child. They provide child-centred and time-bound actions for future development of practice in the home.

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

### **Recommendations**

- The registered person should ensure that records detailed in regulations 35-39 are kept in children's homes. In particular, the registered manager should ensure that their presence at the home and their working hours are clearly recorded on the staffing rota. ('Guide to the children's homes regulations including the quality standards', page 62, paragraph 14.3)
- The registered person should ensure that the workforce plan is updated to include any new training and qualifications completed by staff while working at the home and used to record the ongoing training and continuing professional development needs of staff, including the home's manager. ('Guide to the children's homes regulations including the quality standards', page 53, paragraph 10.8)

### **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:** SC456409

**Provision sub-type:** Children's home

**Registered provider:** Cambian Childcare Limited

**Registered provider address:** 4th Floor, Parkview, 82 Oxford Road, Uxbridge UB8 1UX

**Responsible individual:** Sarah Boddy

**Registered manager:** Kimberley Hoy, Leah Greaves

## Inspector

Dawn Parton, Social Care Inspector

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