

# SC456416

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

The home is registered to provide care for one child with social and emotional difficulties. At the time of the inspection, one child was living in the home.

The manager registered with Ofsted in September 2024.

### Inspection dates: 16 and 17 July 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:** 21 August 2024

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|----------------------|
| 21/08/2024      | Full            | Good                 |
| 19/03/2024      | Full            | Good                 |
| 17/08/2022      | Full            | Good                 |
| 09/02/2022      | Full            | Good                 |

## Inspection judgements

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

Since the last inspection, no children have moved in or out of the home. The child has lived at the home for just over a year. They are settled, stable and happy, and are well cared for by a small group of staff. The child benefits from well-planned, highly personalised care that promotes their needs effectively. Their social worker said, '[Name of child] is doing brilliantly and has really matured.'

The child enjoys spending time with their sisters on a regular basis. This includes overnight stays and sleepovers at each other's homes. The child looks forward to family time and sustains their close relationships with their loved ones. The child has recently enjoyed a holiday abroad with one of their sisters and staff. The child said, 'It was amazing. We're going again for my birthday.'

The child attends home education and benefits from good support from a personal tutor. They are due to sit their school examinations and are a capable learner. The tutor said, 'There are no major issues. They are receptive to learning. They seem happy in placement and do lots of activities with the staff.'

Staff ensure that the child attends their health appointments and encourage their healthy and active lifestyle. Staff offer the child a variety of activities to support their interests and hobbies. The child enjoys going to the gym, swimming and running. The child takes pride in their personal appearance and is healthy and active, and benefits from lots of physical exercise.

Staff provide the child with a physically safe, comfortable and homely living environment. The child's bedroom is personalised and reflects their needs and characteristics. The child has had their bedroom redecorated with new bedroom furniture purchased since the last inspection.

There have been a few occasions when staff changes have occurred at short notice which is something that the child struggles with. The child prefers it when there are staff who are drivers on duty. The child said, 'This has been a good placement for me. I do feel settled here, but I don't like staff changes. I don't like it when there are no drivers on duty.'

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

Staff ensure that the child is kept safe and feels safe. They prioritise their safety and keep them safe from harm. The child benefits from clear rules and consistent boundaries that support their safety and positive behaviour.

Fewer incidents occur because staff help the child to self-regulate their behaviour safely. The consequences that staff use to address negative behaviour are kept to an absolute

minimum. Good emphasis is placed on rewarding and reinforcing the child's positive behaviour. The child's social worker said, 'There are far less incidents of aggression and they have been able to reflect on their behaviour.'

Staff use risk management plans to promote the child's safety and keep them safe from harm. They have a good understanding of the child's specific needs and vulnerabilities. The manager updates the child's plans on a regular basis to take account of any new or emerging behaviours.

Missing from home incidents are rare. Since the child's admission, there has been one occasion when the child has gone missing from the home. The child was found quickly by staff who worked in close partnership with the police and their social worker to secure their safe return.

There have been no safeguarding concerns or allegations of abuse. The child has been made aware of the home's complaints procedure by staff and knows how to make a complaint. The manager investigates the child's complaints and ensures that their rights are promoted effectively. The child said, 'I go to the manager because she gets things done. She talks to my social worker.'

Staff employed are recruited and vetted carefully to ensure that the child is protected from unsuitable people.

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

An experienced manager oversees the day-to-day operations of the home. The manager has good insight into the child's needs and experiences. They oversee the child's care planning arrangements and work in partnership with their social worker to meet the child's needs effectively.

A small group of experienced staff are employed to care for the child safely. They provide the child with stability and consistency in their life. The child has good relationships with staff and the manager. The manager has become a trusted and consistent adult figure in the child's life. The child said, 'The manager is my favourite member of staff.'

The manager ensures that staff benefit from annual appraisals, practice related supervision sessions, and have regular team meetings. This helps staff to reflect on their practice and performance. Staff have access to good quality training opportunities to help them meet the diverse needs of children.

An independent person visits the home each month to assess the quality of care provided for children. These monitoring visits help staff, leaders, and managers to understand the strengths and any weaknesses in their practice. The manager takes action to address any recommendations made from these visits to secure continuing improvement.

The safe area report has not been reviewed annually, and the work force development plan does not contain the correct details of the current staffing and management structure for the home. Consequently, both reports need updating by the manager.

The manager has addressed and met the requirements and recommendations from the last inspection.

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

### **Recommendations**

- The registered person should avoid the use of non-permanent staff, wherever possible, and make all reasonable attempts to ensure that there is a driver on duty for greater flexibility. ('Guide to the Children's Homes Regulations, including the quality standards', page 54, paragraph 10.15)
- The registered person should ensure that the workforce development plan includes the current staff teams' structure, qualifications and experience. Additionally, the safe area report should be reviewed annually. ('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:** SC456416

**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:** Leanne Woodings

**Registered manager:** Leah Greaves

## Inspector

Anthony Kyem, Social Care Inspector

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