

SC456418

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: 14 and 15 August 2025

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	requires improvement to be good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 29 May 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
29/05/2024	Full	Good
23/01/2024	Full	Requires improvement to be good
01/02/2023	Full	Good
05/10/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection one child who had lived at the home for five years has moved on to their own accommodation in line with their care plan. The stability and quality of relationships the child experienced over this time has provided them with a solid foundation to move towards adulthood.

One younger child is now living in the home. The child is making good progress and told the inspector they enjoy being in the home and has staff caring for them that they like and can talk to. The child's independent reviewing officer said: 'I have never seen [name of child] so settled. They are doing so well.'

The child is helped to maintain their relationship with family through staff supporting regular visits to the family home. This gives the child the opportunity to enjoy this family time in a relaxed and familiar environment.

Staff support the child to continue in their previous school which is in their home community and some distance from the home. This provides the child with continuity and stability at a key time in their education.

The child's physical health needs are met through registration with local primary care services. There is ongoing review of their emotional health needs, and the registered manager is proactive in advocating on their behalf for the provision of appropriate services.

The child has been encouraged to develop an active and healthy lifestyle. The child has a healthy diet and takes part in a range of activities such as weekly horse-riding lessons and regular bike rides. The child attends church and is learning about different religious and cultural practices through watching and talking to staff from diverse backgrounds working in the home.

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

Local authority plans and assessment are used to inform the home's internal care planning and behaviour support for the child. The registered manager ensures internal plans and assessments are regularly updated and provide staff with the information they need to care for the child effectively and meet their individual needs.

Staff use agreed strategies to avoid and reduce risks. Particularly those associated with the child potentially putting themselves at risk in the community by running away from staff. Where staff have not followed agreed plans, the registered manager has had good oversight of this and has reminded the staff team of the agreed practice standards in order to keep the child safe.

Where the child has to be physically held by staff for their own safety, minimal levels of physical intervention are used, and these holds follow the home's agreed practice model for restraint. A small number of staff records of physical interventions which are handwritten are difficult to read. This impacts on transparency and accountability of practice. There is timely oversight of these incidents of physical intervention from the registered manager, providing a review of staff practice and the impact on the child.

The majority of staff help the child to understand and demonstrate positive behaviours through their own day to day care of the child. There are some isolated incidents where a small number of staff say and write things in relation to the child which lack sensitivity. This does not show an understanding of the importance of language. Where this has happened, the registered manager has addressed this quickly to avoid repetition of this behaviour.

The physical environment of the home keeps the child safe. The registered manager has worked with the local authority to agree that external doors to the home are kept locked to reduce the likelihood of the child leaving the home without staff and being at risk in the community. The child continues to have access to all internal communal areas of the home. This balanced and well-considered approach ensures the child has the least restrictions on their movement, taking into consideration the child's age and levels of understanding.

The effectiveness of leaders and managers: requires improvement to be good

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 the regulator to lead the home alongside her existing home. This arrangement is providing oversight of day to day practice. Staff say they are well-supported.

Since the last inspection there has been a high turnover of staff leading to the regular use of staff who work on a part time or casual basis for the organisation. Despite this the child has developed positive relationships with members of the core staff team who care for them on a daily basis. There is now a permanent staff team in place which is in the process of developing as a team.

Staff are not receiving supervision of their practice with the frequency detailed in the home's supervision policy. The quality of supervision is poor. These meetings are not providing staff with sufficient support and challenge to develop the quality of their practice and helping them to meet the specific needs of the child in their care.

Regular team meetings take place which are purposeful and child centred. These are used to reflect on the child's progress against the home's practice framework. The registered manager uses these meetings to address practice issues with the team and as a mechanism to improve practice where this is needed.

Staff have access to a range of training which is relevant to their role and the needs of the child currently in their care. Staff have not received training in relation to intrafamilial

sexual harm despite this being relevant to their current practice. This means they are not being provided with the skills and knowledge to practice in an informed manner and understand the impact of the child's previous trauma and how to respond to this.

Leaders and managers have a number of quality assurance processes in place to oversee practice and the day to day running of the home. The registered manager and deputy manager are aware that there is more work to do to build a consistent and cohesive staff team.

The registered managers quality of care reviews demonstrate an understanding of the child's experience. These reviews are not yet been informed by the views of children, families, staff, and external professionals. This is a missed opportunity to develop a more comprehensive understanding of how best to support the child's progress and experience.

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 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— ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b)(2(c)) Specifically, the registered person should ensure that staff have training in relation to the impact of intrafamilial sexual harm.	31 October 2025
The registered person must ensure that all employees— receive practice-related supervision by a person with appropriate experience (Regulation 33 (4)(a)) Specifically, the registered person should ensure that staff have supervision which is of sufficient quality to support the development of effective child-focussed practice and as a minimum, at the frequency set out in the home's supervision policy.	30 September 2025
The registered person must complete a review of the quality of care provided for children ("a quality of care review") at least once every 6 months. In order to complete a quality of care review the registered person must establish and maintain a system for monitoring, reviewing and evaluating—	31 October 2025

the quality of care provided for children;

the feedback and opinions of children about the children's home, its facilities and the quality of care they receive in it

The system referred to in paragraph (2) must provide for ascertaining and considering the opinions of children, their parents, placing authorities and staff

(Regulation 45 (1)(2)(a)(b) and (5))

Recommendation

- The registered person should ensure that children's care records are written sensitively and in language which is respectful to children and helps children to understand their care experiences. Handwritten records should be legible. ('Guide to the children's homes regulations including the quality standards', page 62, paragraphs 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: SC456418

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
Charlotte Grant

Inspector

Dawn Parton, Social Care Regulatory Inspector

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